Message from the Director
The Office of Institutional Diversity (OID)

Welcome to the Fall 2014 Edition of the Office of Institutional Diversity's Newsletter. I hope that you have found these newsletters to be a valuable resource for information regarding the work of the Office of Institutional Diversity.

This fall the office welcomed two new Doctoral Assistants, Andrew Brimhall a doctoral student in the department of Counseling Psychology and Joshua Miller a doctoral student in the department of Educational Studies. Andrew helps the office with diversity programming and Joshua is responsible for increasing communications. We also welcomed two new Ph.D. Pathways Graduate Assistants, Toni Payne and Sara Feigenbaum. Toni works primarily with the College of Communication, Information, and Media and Sara with the College of Sciences and Humanities. They are all excellent talented individuals and I am thankful for their contributions to the office.

As I reflect on this semester it is very clear that we are living in interesting times as an institution, state, and country. As an institution, our employment of diverse faculty has increased to 15.75 %. Yes, we still have a long way to go but I thank every search committee that took advantage of our workshops and resources to increase the pool of talented professionals at the institution. Our Statement on the Importance of Diversity and Inclusivity passed every council, faculty senate and the Student Government Association (SGA) with the largest support for any piece of legislation introduced to SGA. At the state level, who would have expected that Indiana’s ban on gay marriage to be ruled unconstitutional, but it was. Additionally, as Ball State and the nation protests the killings of unarmed black men we recognize there are still significant challenges to creating a culture that welcomes individuals from all walks of life.

In this issue you will find a review of the Diversity Research Symposium, a sample of some accomplishments this semester, a look ahead to the spring and a look at our technology corner. Our office is committed to being a champion and a resource for initiatives that promote the values of diversity and inclusion at Ball State University. So to all, have a wonderful break and we look forward to seeing you in the New Year.
The 2014 Diversity Research Symposium was held at Ball State University in the L.A. Pittenger Student Center. The focus of the symposium was on transforming research into action, as this offered participants the opportunity to share their experiences on how they have applied diversity research. These identities include aspects of age, race, ethnicity, socioeconomic class, gender, religion, sexual orientation, nationality, and language. Speakers and presenters from different disciplines enthralled participants as they talked about diversity research in the world beyond higher education.

This year over 217 participants were involved with the symposium representing over 13 states, 21 institutions, and 81 academic sub-disciplines. Additionally, we were fortunate enough to have 5 external and 11 internal sponsors for this successful event.


Faculty and Student-Scholar Spotlight
Fall 2014

The Office of Institutional Diversity would like to recognize and the contributions of these valued members of the Ball State University community in their service.

Dr. Jagdish Khubchandani
Associate Professor of Community Health Education Physiology & Health Science

Lamarra Mechelle Currie
Ph.D. Candidate Counseling Psychology & Guidance Services

October 24 – 25, 2014
2014 Diversity Symposium: From Research to Action

Some of the noteworthy speakers included John Quiñones (ABC NEWS, Primetime, and 20/20), Dr. Manuel A. Pérez-Quíñones (Virginia Tech), Michael Fosberg (Author, Actor, and Activist) and Dr. Terry Whitt Bailey (Director of Community Development, City of Muncie).

Participants engaged in critical discussions concerning the ongoing and emerging issues related to diversity. Of course, none of this would have been possible without the tireless efforts of Ball State University’s own Dr. Linh Littleford.
THE DIVERSITY ASSOCIATES

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, and diversity dialogues.

Ph.D. Pathways

This program is designed as a mentoring program that matches minority students from underrepresented backgrounds with faculty, professional staff, community professionals, and distinguished alumni from Ball State University. By meeting with a mentor on a consistent basis, interacting with other protégés, and participating in a set of University-sponsored events, Ph.D. Pathways helps protégés gain knowledge and establish networks.

The Office of Institutional Diversity is excited to announce the upcoming “I Read...I Rise” Youth Literacy Program in tribute to Maya Angelou. This literacy program seeks to match Ball State University students, who will volunteer with local youth organizations, to spend time engaging participants in readings, discussions, and interactive literacy activities. Participating organizations include: Muncie’s Boys and Girls Club, Motivate Our Minds, Ross Community Center, The Buley Community Center, and the Muncie Unity Center.

Office of Institutional Diversity Technology Corner

The Office of Institutional Diversity is happy to introduce our technology corner to promote the use of 21st Century digital technologies. In our effort to serve the Ball State University community, we are happy to offer a variety of methods for open communication.

Please take a moment to visit us on Facebook, follow us on Twitter, view our evolving website, and visit our current Maya Angelou tribute webpage.

Fall 2014 SEMESTER ACCOMPLISHMENTS

The Office of Institutional Diversity continues to eagerly meet the demands of a growing office as we strive to cultivate a truly inclusive community. During the fall term we:

- Continued to progress through the McNair Scholars Program application process
- Increased the opportunities for dialogue concerning the importance of diversity on campus
- Represented Ball State University at a variety of Diversity Recruitment events
- Held sessions that support the search, recruitment, and retention of new faculty

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The Office of Institutional Diversity at Ball State University 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.

Upcoming events

February 15, 2015
Lavern Cox delivers her empowering message of moving beyond gender expectations to live more authentically all over the country.

February 17, 2015
Tribute to Maya Angelou with Keynote Speaker Stedman Graham
Share with us as we celebrate the award-winning novelist, poet and activist will be celebrated during a public ceremony.

Past on-campus events, co-hosted by OID

September 29, 2014
Sheryl WuDunn, Pulitzer Prize Winning Reporter, presented ways to make the world a better place through supporting local and global aid initiatives.

April 10, 2014
Oonya Kempado, Fulbright Scholar and critically acclaimed Novelist a Researcher presented her novels and social justice/diversity work as part of the 2013-2014 Diversity Speaker Series.