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

There was much to note this spring and summer. First, I have to thank the members of the Office of Institutional Diversity’s Advisory Council for their dedication and hard work. This council is composed of representatives from each college and one undergraduate and graduate student. The council developed a statement on the Importance of Diversity and Inclusion. Additionally, the council developed a strategic plan for the Office of Institutional Diversity. We will roll out this plan in the fall and begin implementation of these initiatives. The Diversity Advisory Council members will continue to be involved as monitors of accountability and representatives to their various constituents.

Second, I would like to thank our academic units for their hard work in developing and/or revising unit diversity plans. In the spring our office conducted 8 workshops and 10 individual meetings with department heads and we have approximately 32 plans approved. We wish you all the best in implementing your plans this year. Please contact our office for any assistance as you work toward implementation of your diversity plans.

We have also updated our web presence to ensure a high profile for diversity. In the fall we plan to feature more stories of our success. In this issue we share with you our tribute to Nelson Mandela, and the return of two distinguished alums Drs. Tony Naidoo and Sophie Moagi. You will also find reflections from two of this year’s Diversity Associates for your review along with reflections from two of our Graduate Assistants. We have proudly supported the end of year Celebration of Excellence and I continue to be amazed at the work each of you do on a day-to-day basis, thank you for your commitment to diversity.

Warm Regards,
Charlene Alexander
Associate Provost for Diversity
In a Tribute to the life and legacy of Nelson Mandela, his dedication to reconciliation, and living out that commitment, Ball State and the Office of Institutional Diversity brought together the Marion and Muncie communities to support the restoration efforts of Shaffer Chapel. The collaborative presentation featured South African Scholars and Ball State Alumni Dr. Tony Naidoo and Dr. Sophie Moagi who chronicled their experience growing up under apartheid.

In the spirit of reconciliation, Mayor Dennis Tyler of Muncie and Mayor Wayne Seybold of Marion officially proclaimed February 25th as the day of Reconciliation between the two cities.

The event also featured amazing performances from the Muncie Voices of Triumph Choir and the Marion 26th Street Innovations Choir.

**From Left to Right:** Dr. Charlene Alexander, Dr. Sophie Moagi, Dr. Sharon Bowman, Dr. Tony Naidoo and Dr. Paul Spengler.

**Muncie + Marion + Mandela = Reconciliation**  
Tribute to Nelson Mandela  
February 25, 2014 | MUNCIE, IN

**SPRING 2014 SEMESTER ACCOMPLISHMENTS**

- We continued to ensure that each unit has a Diversity Recruitment Plan as outlined in the University Strategic Plan 2012-2017. Education Redefined 2.0 guidelines under – Goal 1, Objective 7. The objective specifically states that Ball State University will “Be a university that attracts a diverse student body, faculty and staff.” Performance indicator #44 under the aforementioned objective indicates that each unit is required to: Create/revise unit-level diversity plans with faculty, professional personnel, classified staff, and service personnel recruitment targets. This year we held 8 training workshops and met with unit leaders and search committee representatives to assist with this task.

- We conducted several Diversity Recruitment Training sessions that support the search, recruitment and retention initiatives of new faculty hires. We will continue to provide these opportunities this fall. Please do not hesitate to contact our office for a refresher or when a new position becomes available.

- We began planning the 2014 Diversity Symposium. Mark your calendars for October 24-25, 2014. Our invited speakers include: Mr. John Quiñones, Dr. Terry Whitt Bailey, Dr. Manuel Pérez-Quinones and Mr. Michael Fosberg. For more information please visit: diversitysymposium.org

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

- We developed the Office of Institutional Diversity Statement on the importance of Diversity and Inclusion.

- We successfully completed the Diversity Associates projects. Two of our Diversity Associates reflect on their year as an Associate.

- Graduate Student Robin Phelp-Ward received a scholarship to attend NCORE.
THE 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. Faculty were mentored by Drs. David Concepcion, Melinda Messineo, Charlene Alexander, and Stan Geidel. Here are some of their experiences.

Dr. Robert Willey
Associate Professor of Music
School of Music

This was my first year at Ball State and my experience as a Diversity Associate and member of a Faculty Learning Community provided a wonderful introduction to campus life outside my department. I was encouraged that the University provides this sort of support and development opportunities, and look forward to getting to know more people outside my area.

I had been thinking for a couple of years that I needed to learn about hip-hop music, since I was teaching music business and production courses and had never listened to it much. Many of my students like the style, and it’s an important part of the music business. When I saw the announcement of the Diversity Associates program it looked like the perfect opportunity to get some guidance and focus on the two areas of proposed research—understanding hip-hop publishing practices and how it could incorporated into songwriting classes. My mentor, David Concepcion was a great help in exploring issues related to hip-hop culture, the value of diversity education for our student population, and bigger questions I could engage my students with. Observing the projects of other members in the pedagogy group and discussing them as a group helped develop a wider perspective.

I knew that by participating in the program and being encouraged to put in a sustained effort over the course of a year would help make my teaching more inclusive. What surprised me was that the work became very interesting on a personal level and grew into something that I see myself continuing over the coming years. I presented a paper on copyright reform that would make old style hip-hop sampling legal and have submitted it for publication. I gave a presentation on using hip-hop production techniques in songwriting classes and will adapt some of the ideas for a book I am writing for Hal Leonard. I found an entry point into the style that I enjoy and will continue to branch out to become familiar with more sub-genres and artists. I hope to continue the associations that developed with new colleagues during our participation, and to foster the contacts that have begun off campus.
Being a Diversity Associate these past few years has been a very meaningful experience for me as a newer faculty member and as a person of color. The different foci of the yearly programming have helped me grow in my understanding of diversity in the areas of teaching, service and now research. This past year my accepted project proposal fell under research, and I was very fortunate to work with the other research-focused Diversity Associates. The research subgroup met bi-monthly and group members also had regular individual meetings. Several interesting product and process outcomes occurred:

1. Process: The group meetings evolved into a very safe, supportive, and productive space where some of the difficult issues and logistics surrounding doing diversity research could be discussed and effectively problem-solved. Each group member was able to prioritize their diversity work in large part through the support and expertise provided by group members and Dr. Alexander. There was also a greater understanding achieved of who we each are as a person and as a researcher. In my case, this year I embraced my worldview of being a scholar who is a woman of Latina culture and experiences interested in finding evidence-based ways to enhance learning and create new knowledge to improve outcomes and opportunities for all students.

2. Process: Group members were able to have several cross-discipline, theory-based scholarly discussions on diversity research that would not likely have taken place without the opportunity to be a Diversity Associate this year. These discussions informed our work, research design, and helped us make deeper connections to each other, various departments/colleges, and to Ball State. Members also discussed research strategy, appropriate statistical techniques, and made connections to diversity researchers outside of Ball State who are expert in our respective disciplines. Dr. Alexander often facilitated these external connections. Many internal and lasting collegial connections were also made. For example, one of the other research-focused Diversity Associates agreed to be on my student’s doctoral committee as a result of my learning more about her work and its connection to my student’s interests and specific topical area of study.

3. Product: Like most fellow research subgroup members, I ended up working on multiple diversity research related projects due to the nature of the supportive environment. I was able to begin testing multicultural self-efficacy in pre-service educators receiving suicide prevention training in part because I was put in contact with a well-known diversity researcher in the area of self-efficacy. I also received very helpful feedback on IRB submissions, manuscripts, and which journals would be most receptive to my work. Others in the group additionally received feedback on conference presentation proposals and external grant funding.
Ph.D. Pathways is a mentoring program that matches students from underrepresented backgrounds with faculty, professional staff, community professionals, and distinguished alumni. It has successfully completed its second year of mentoring students for careers in academia. The Ph.D. Pathways coordinators are proud to end the second year of the program with 18 students and 22 volunteer faculty mentors within the College of Communication, Information, and Media and Teachers College. The program also said goodbye to GA Robin Phelps-Ward. Robin has been with the program since it’s inception and we wish her well in her future endeavors.

OID ADVISORY COUNCIL

The OID Advisory Council has developed 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. This committee also developed a statement on the importance of Diversity and Inclusivity which will be shared with university senate this fall.

The members of the OID 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.
OUR GRADUATE STUDENTS AND THEIR EXPERIENCES IN OID:

Georgiana Sofletea M.A., Ed.M. – Ph.D. in Counseling Psychology

I had the wonderful opportunity to receive a Spring/Summer 2014 Graduate Assistantship in the Office of Institutional Diversity (OID). While I have attended many Diversity/Multicultural events on campus and at my previous universities, I was never involved in the extensive collaboration and coordination that occurs in the planning of these events.

Working on various projects such as the Diversity Associates Mentoring Program, the Tribute to Nelson Mandela and the Diversity Research Symposium enabled me to learn the different components of a diversity event from inception to presentation. Aiding in the creation of the Diversity Associates Mentorship Video series, I learned crucial themes and concepts that solidify a mentor/mentee relationship. As a soon to be second year Ph.D. student in Counseling Psychology, it was an honor to collaborate on the Tribute to Nelson Mandela with BSU Alumni and world renowned Counseling Psychologists, Dr. Tony Naidoo and Dr. Sophie Moagi from South Africa. Preparing for the exciting Diversity Research Symposium has allowed me to contribute to the various diverse events, presentations and speakers that we have planned for October.

Lastly, since my Ph.D. cognate focus is Diversity, working in the Office of Institutional Diversity with Dr. Charlene Alexander and Executive Administrator Julie Eiser, has augmented my interest in striving to create future programs that benefit minority students, faculty and the overall importance of diversity at the institutional level.

Rahsaan McKell-Jeffers

This was my first year as a Graduate Assistant in the Office of Institutional Diversity with the Ph.D. Pathway program. The opportunity to work with the Office of Institutional Diversity (OID) has been a phenomenal experience. OID is at the forefront of multicultural issues at Ball State University. As a result, I have been able to network and collaborate with departments, faculty members, and students from a variety of backgrounds on campus. Our work at OID is challenging and meaningful, as we mentor underrepresented students at Ball State University. Our staff creates an environment that is jovial, welcoming, and supportive. The office has truly provided me with a sense of community here at Ball State.
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.

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

**January 21, 2014**
**Martin Luther King Celebration,** was a success with coach and educator Ken Carter giving an inspirational speech and various diversity unity workshops and events.

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

**Upcoming events**

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

**Welcome Back Celebration**
**August 22, 2014**

**Minority Faculty Staff and Student Mixer**
**September 15, 2014**

**Amazing Taste**
**November 13, 2014**

**Kwanzaa Celebration**
**December 4, 2014**

**Finals Fest**
**December 9, 2014**

**MLK Speaker**
**January 20, 2015**

**Tribute to Maya Angelou**
**February, 2015**

Please refer to our webpage for the most recent event details and updates: [www.bsu.edu/institutionaldiversity](http://www.bsu.edu/institutionaldiversity)