Greetings,

Welcome to the Fall 2015 Edition of the Office of Institutional Diversity’s newsletter. I hope this newsletter finds you well and that you have found these newsletters to be a valuable resource for information regarding the work of the Office of Institutional Diversity.

This Fall 2015 semester has certainly been busy! We have been working diligently on several new projects and fostering and engaging in diversity efforts throughout the University and Muncie communities. Included in these efforts, I had the opportunity to attend two national recruitment conferences where I met a myriad of diverse and experienced candidates for potential faculty positions across the nation. I had many vibrant and promising conversations with several candidates and am hopeful that with these outreach and recruiting efforts we will be able to continue to enrich the diversity of our campus among the faculty and staff. In addition to these recruiting efforts, our office, in conjunction with the Office of Institutional Effectiveness, put the final touches on the Diversity Asset Inventory project, which was the culmination of a year-long process. You can find more information regarding this project on our website (http://cms.bsu.edu/about/administrativeoffices/institutionaldiversity).

This Fall also saw the renaming of the Task Force on the Status of Women, which is now referred to as the Gender Equity Task Force. The Task Force is comprised of four subgroups (Paid Family Leave, Faculty Support, Child Care Committee, and Gender Pay Gap/Years to Promotion), each of which provides invaluable insight into diversity related issues within the Ball State Community. The office extends our deepest appreciation to the members of the Task Force for their continued efforts.

Our newest project, the Educating a Diverse Nation Speaker Series, was created to be a forum and space for faculty, staff and students to interact and connect with regionally and nationally recognized leaders in diversity and multicultural competencies in higher education and training. This Fall we were graced with talks from Margo Jackson, Ph.D., Professor of Counseling Psychology at Fordham University, and Jason A. Riley, HR Projects Consultant at Eli Lilly and BSU alumni, and are looking forward to our upcoming speakers this Spring to round out the Series. Roger Worthington, Ph.D., Professor and Chair of the Department of Counseling, Higher Education, and Special Education at the University of Maryland and former chief diversity officer at University of Missouri will be visiting and speaking March 1, and Marybeth Gasman, Ph.D., Professor of Higher Education at the University of Pennsylvania will be closing out our Series on March 24. We could not be more excited about how the Series has been received and the potential growth we see for its future. The office would like to thank the speakers for their time and invaluable insights shared with our University community.

The Office of Institutional Diversity acknowledges the current and ongoing issues surrounding diversity and inclusion in the worlds we live and participate in. We hope that our past, current, and future efforts help the Ball State community gain insight and awareness as we recognize the challenges and barriers encountered in creating an inclusive culture.

With warm regards,

Charlene Alexander, Ph.D.
Educating a Diverse Nation

The fall of 2015 saw a new beginning within the Office of Institutional Diversity as the Speaker Series, Diversity Competencies in Higher Education: Educating a Diverse Nation was brought to life. The speaker series highlights four individual speakers from various backgrounds and their ideas and perceptions of diversity. The Speaker Series is an opportunity for Ball State University faculty, graduate students, staff and students to meet and interact with regionally and nationally recognized leaders in diversity and cultural competency in higher education. Highlighted speakers for the year of 2015-2016 are: Dr. Margo Jackson, Jason A. Riley, Dr. Roger Worthington and Dr. Marybeth Gasman.

Purpose:
- To promote and encourage diversity and cultural competencies within the Muncie Community.
- To encourage Ball State University students, faculty, and staff to engage and interact with diversity leaders associated with higher education.

Newsworthy Diversity

Our office now updates scholarly and newsworthy articles on our website. You can find the recent postings under resources and statistics on our website under the related reading tab.
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

The Ph.D. Pathways program is designed as a mentoring program which 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.

Fall 2015 SEMESTER ACCOMPLISHMENTS

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

• Began the Speaker Series as a way to allow faculty, staff and students to participate and experience diversity in higher education.
• co-sponsored the Diversity Assets Inventory
• Designed and hosted a Community Diversity Event which highlighted members of the community for diversity related work.
• Updated our website to include diversity related research.

The Office of Institutional Diversity is happy to announce that Dr. Renae Mayes, Assistant Professor of Counseling Psychology, was recognized in Mizzou Magazine for her research and for achieving her dream job. The article focuses on how she achieved her dream job and specifies that she was involved in the McNair scholars program. The McNair Scholars program prepares students from underrepresented groups for graduate study. Her research focuses on examining gifted students with a disability through the lens of racial and ethnic identity and socioeconomic status.

Ball State University Professor, Dr. Mayes Recognized with Dissertation Award in Diverse Issues in Higher Education

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.
Ph.D. Pathways
Ph.D. Pathways Fall Progress

PhD Pathways held several events this semester including the Welcome Back Reception and the Leadership Summit Workshop. The Welcome Back Reception had a great turn out this September. Mentors and protégés alike enjoyed their time playing corn hole, building new relationships and indulging in Ball State Catering. The Leadership Summit Workshop hosted Bridgette Gibson from the Career Center as our speaker. She provided students with vital information regarding how to become an effective leader as well as how leadership can aid students in their futures. Students engaged in discussions amongst peers and had opportunities to share their view of themselves within the Ball State University Community.

PhD Pathways is proud of our future leaders. Our ambitious protégés are interested in participating in conferences, research activities and workshops in order to prepare and invest in their academic futures.

PhD Pathways is still accepting applications for mentors. Please contact the Office of Institutional Diversity if you are interested.

STUDENT SPOTLIGHT

Janice Carter is an artist that was previously featured in our office. She is a sophomore here at Ball State University majoring in Animation. Carter is originally from Indianapolis and aspires to work with one of the top animation companies in America such as Disney, Nickelodeon or Dreamworks. As an art student she stays busy but admits she loves to relax by stating, “when I have spare time, that’s all I think about, naps!” To Carter, diversity is people from all walks of life gathering together and making opportunities equal among one another. Here at the Office of Institutional Diversity, we think that’s pretty great! We wish Janice the best of luck in all she does and look forward to her future works of art.
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.

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**Upcoming events**

**Dr. Roger Worthington**
Occurring March 1, 2016 in conjunction with the Speaker series, brought to you by the Office of Institutional Diversity. Worthington is a former Chief of Diversity at the University of Missouri.

Time and location will be announced at a later date.

**Marybeth Gasman, Ph.D.**
Occurring March 24, 2016 in conjunction with the Speaker Series, brought to you by the Office of Institutional Diversity. Time and location will be announced at a later date.

**Past on-campus OID events**

**October 20, 2015**
Margo Jackson, Ph.D. delivered her empowering message of facilitating classroom diversity dialogues to promote learning. Jackson is a professor of counseling psychology at Fordham University.

**December 3, 2015**
Jason A. Riley shared his message of diversity from a human resources perspective with us. Riley works at Eli Lily & Company where he is a human resources consultant for the medicines development unit. Riley is a Ball State Alum.