Greetings,

This has been an interesting year for diversity on college campuses around the country. We have witnessed an increase in race-based incidents at predominately white institutions (PWI) with some cause of concern. For example, at the University of Missouri, University of California Davis, Clemson University, the University of Iowa, Duke University and Harvard University, to name a few, faculty and students alike are asking for more accountability and transparency on the part of college administrators on diversity related concerns. At Ball State University we are not immune to both faculty and students concerns regarding our efforts and climate for diversity, but we remain committed to ensuring that we are responsive and working diligently to creating a welcoming and supportive climate for all. I remain convinced that we can increase our efforts and enhance or organizational structure to achieve this goal. I am also convinced that this must be a shared responsibility, with all units remaining committed to this task, if we are to make significant progress. This is not simply a social initiative but an economic necessity. The Bureau of Labor Statistics reports that women make 78 cents for every dollar earned by a man even in the technology industries, underrepresented workers earn $3,000 to $8,000 less than their White counterparts. However, having a more diverse highly skilled workforce can address the gaps in wages we are currently witnessing (Lynch, 2015).

Our efforts this year continue to amaze me given our limited resources. The newly configured Gender Equity Task Force has been working diligently on Paid Family Leave, Gender policies and guidelines, Gender Pay-Gap/Years to Promotion for Female Faculty, Faculty Support and Child Care. Several goals have been achieved. The Paid Family Leave sub-committee has been working with the VP for Business Affairs Bernie Hannon to review policies and data regarding the use of Paid Family Leave. Our office circulated a survey to department chairs requesting information on how FMLA is handled in each department. The results of this survey will be shared with business affairs. The Gender Pay-Gap sub-committee has preliminary data that reveals that women have a significantly lower salary differential overall, even when controlling for rank and college. Female faculty are disproportionally underrepresented at higher ranks in the institution and women faculty are less likely to get promoted in year (5-7) after tenure. This sub-committee will continue to verify subject records for accuracy and make recommendations for continued data analysis for staff salary and promotion trends. The efforts of the Child Care sub-committee this year has resulted in the Child Care Study Center opening a week earlier this fall to coincide when faculty are expected to start work. Faculty support sub-committee has vetted the work of the National Center for Faculty Development and Diversity (NCFDD). A presentation was made at a Council of Deans meeting that was well received, and membership in this organization is being considered. NCFDD provides mentorship for faculty and graduate students in an on-line environment to support faculty and students writing goals. Additionally, the committee is reviewing the language in the Faculty Handbook regarding “Stopping the Tenure Clock”. I am especially proud of the work of the Gender Equity Task Force and look forward to working with this committee next year.

Our Educating a Diverse Nation Speaker series concluded with a presentation from Dr. Mary Beth Gasman, the director of the Center for Minority Serving Institutions. Mary Beth challenged us to utilize lessons learned from minority serving institutions and incorporate these in our campus initiatives. We congratulate Ph.D. Pathways students graduating this year and look forward to your continued success and return to Ball State. A special thank you to all faculty who serve as mentors to our Ph.D. Pathways students. Our Diversity Associates have been busy engaging in a variety of diversity related research, pedagogy efforts; grant initiatives, immersive learning and diversity dialogue initiatives. We continue to commit ourselves to providing a welcoming environment and thank you for your contributions towards this goal. Thank you once again for an incredible year and I look forward to working with each of you next year.

All the best,
Charlene Alexander, Ph.D.
The Office of Institutional Diversity thanks our Educating a Diverse Nation Speakers for their participation and insight into educating and developing diverse competencies. We have thoroughly enjoyed our time with each speaker and have gained valuable insight into diversity within higher education.

**Educating a Diverse Nation**

The Spring of 2016 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.
Merrell T. Marshall Memorial Scholarship

The Marshall Scholarship Fund provides financial assistance to outstanding students who are committed to identifying and taking the next steps to address diversity in their communities, campuses and society at large. These students promote social justice and a society free from prejudice and discrimination. To apply for the scholarship please visit our website:

http://cms.bsu.edu/about/administrativeoffice/s/institutionaldiversity/students/marshall

Deadline: Friday, April 15, 2016 at 4 p.m.
Please send all completed materials to: OID@bsu.edu

Spring 2016 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 spring term we:

• Continue the Speaker Series as a way to allow faculty, staff and students to participate and experience diversity in higher education.
• Co-sponsored several diversity related events
• Designed and will host the Dream Makers Day event on Ball State Campus.
• Updated our website to include diversity related research.

The Office of Institutional Diversity is happy to announce that Dr. David Concepción, Chairperson of the Department of Philosophy and Religious Studies was recognized as the Ball State University Outstanding Advocacy Award Recipient. In support of his nomination, two of Dr. Concepción’s former students spoke highly of his ability to encourage and inspire underrepresented students in the field of philosophy. Dr. Concepción’s concern for social justice is one aspect of his advocacy work, but his primary focus is increasing equality of opportunity and achievement for all undergraduate students. Dr. Concepción also endorses excellent leadership with Ball State University’s Inclusive Pedagogy Programming. In his spare time, Dr. Concepción enjoys playing racquetball and throwing the ball for his dogs. The Office of Institutional Diversity sends our congratulations to Dr. Concepción for his admirable work in advocacy and his leadership with Ball State’s Inclusive Pedagogy Programming.

Ball State University Professor, Dr. David Concepción was awarded the Outstanding Advocacy Award for 2014-2015.
The Ph.D. Pathways Program and the Office of Institutional Diversity would like to congratulate the 2015-2016 protégés on their spring graduations. We wish you all the best of luck in your future endeavors!

Jamie Hom
Jamie is finishing her master’s thesis on connecting wellness philosophy with student development theories on honors students. She is currently applying for jobs in student affairs, specifically in housing as a community director and assistant director positions in civic engagement offices. She is also hoping to apply for the Peace Corps and plans to pursue her doctorate within the next 5 – 10 years.

Christopher Moore
Chris is a spring 2016 graduate and is currently applying for positions in Greek Life, Residence Life, and Diversity Initiatives in mid-large sized public institutions. He plans to pursue a doctorate degree after 3 years of full time employment and hopes to return to Ball State to work as a full time faculty member.

We want to hear about all of your wonderful accomplishments, so please keep in touch! You can share your successes by reaching us at OLD@bsu.edu
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 includes diversity-related research, immersive learning, grant applications, and inclusive pedagogy programs, and diversity dialogues.

The Office of Institutional Diversity would like to recognize the 2015-2016 Diversity Associates:

Simon Balto, History
Carolyn Dowling, Geological Sciences
Amanda Latz, Educational Studies
Tamara Montag-Smit, Management
Rebecca Pappas, Theatre & Dance
Erica Payton, Physiology and Health Sciences
Jill Walls, Family & Consumer Sciences
Scott Hall, Family & Consumer Sciences
Jin Kyoung Kim, Elementary Education

The Office of Institutional Diversity would also like to issue a special thank you to the mentors of this program for their hard work and dedication:

Charlene Alexander, Office of Institutional Diversity
Mary Kite, Psychological Science
David Concepcion, Philosophy and Religious Studies
Stan Geidel, Sponsored Projects Administration
Melinda Messineo, Sociology

Council on Diversity and Inclusion

In spring 2016, the Council on Diversity and Inclusion created a progress report documenting their current accomplishment and future priorities. The Council on Diversity and Inclusion is a new initiative to help Ball State keep its commitment to diversity and inclusion on campus. The progress report is broken down into five challenges, each made up of team members from within Ball State University. Dr. Charlene Alexander sits on the Council of Diversity and Inclusion board and contributed to Challenge Three within the progress report. Other contributors for Challenge Three were: Marie Williams, David Concepcion, and Christie McCauley.

Accomplishments in Challenge Three include but are not limited to:

- Inclusive pedagogy training through the OID office.
- Yearly faculty and staff recognition.
- Development of a resource list for diversity related core curriculum.
- Each major has identified where diversity is present in the program.

Future Challenge Three Priorities include but are not limited to:

- Increase recruitment of a diverse faculty
- Generate a list of multicultural competency questions to ask all candidates.
- Create and launch a diversity course as part of the core curriculum.
- Add statement to all course syllabi about the value of diversity
- Add assessment of faculty diversity competency to course evaluations.
Dr. Amanda Latz, Educational Studies

Dr. Amanda Latz is currently designing an immersive learning program as one of our Diversity Associates. The program entitled, “Connecting Graduate and Community College Students through Photovoice,” aims to enhance students’ understandings of the types and forms of diversity that are present in today’s temporary

Dr. Tamara Montag-Smit, Management

Dr. Tamara Montag-Smit worked on a grant proposal that focused and supported her research program. Her program, entitled “Examination of the Role of Pay Transparency in Narrowing the Gender Pay Gap,” examines the factors that influence the gender pay gap.

Dr. Rebecca Pappas, Theatre and Dance

Dr. Rebecca Pappas’ project is entitled “Melting In: Studies for Inclusive Dance History Practice.” This project is a continuation of a project that was originally thought up in a summer workshop. Dr. Pappas goal is to promote empathy and increase diversity while providing her students a stake that dancing is a revolutionary act.

Dr. Erica Payton, Physiology and Health Sciences

Dr. Erica Payton is conducting qualitative research on “African American Leaders’ Perceptions of Cardiovascular Health Within the African American Community.” The study is taking place in Delaware County.
Dr. Scott Hall and Dr. Jill Walls, Family and Consumer Sciences

Dr. Scott Hall and Dr. Jill Walls are conducting research that focuses on instructors’ perspectives and experiences in regards to teaching about race-related issues (especially in classes with racially diverse students).

Dr. Jin Kyoung Kim, Elementary Education

Dr. Jin Kyoung Kim is conducting research that attempts to enhance teachers’ awareness of multiculturalism and diversity, examine factors and conditions that facilitate their multicultural awareness and competence and to explore which instructional strategies are effective in promoting awareness, understanding and appropriate attitude towards diversity and multiculturalism.

Dr. Carolyn Dowling, Geological Sciences (not pictured)

Dr. Carolyn Dowling is designing an inclusive and interactive large introductory science class as her Diversity Associates project. This project focuses on redesigning the learning environment for students and educators.

Diversity Associate Spotlight!

Dr. Simon Balto, professor of History and a first year Diversity Associate, conducts historical research, which he says has helped set apart his experience here at Ball State. He has found inspiration through connecting with his colleagues across campus, particularly because he finds that many are deeply invested in diversity. When not on campus conducting research or teaching, you can find Dr. Balto engaging in one of his many hobbies, as he stated, “I always tell my students that I’m really into music and sports, which always strikes me as profoundly unoriginal. But it’s true. I’m also really big into the outdoors, and spend an embarrassing amount of time reading both novels and nonfiction alike.”
Research is an important part of the Ball State community and on March 30, 2016, Evette Simmons-Reed and Jennifer Cullen presented research in regards to disability and inclusion in the classroom. “From Tolerance to Inclusion” focused on providing understanding about disability and also on how to make the learning environment inclusive to individuals with disabilities. Both Evette and Jennifer are assistant professors in Applied Behavior Analysis and both are also Diversity Associates. The Office of Institutional Diversity interviewed the two Diversity Associates about their reasoning behind choosing this topic for their research.

Both Evette and Jennifer are passionate about disability inclusion in the classroom and this is evident by the array of experiences both have had teaching special education and pursuing disability research. When asked how their experience as a Diversity Associate was, Jennifer stated that her experience was “incredible” and both explained that they have been able to make connections both within and outside the Ball State Community.

The women both stated that they have learned a great deal from their experiences as Diversity Associates. Evette stated that she learned more about the range of initiatives that the Ball State campus offers for students with disabilities. Jennifer found that those involved with the workshop (particularly professors/instructors) were eager to talk about their experiences, which is a critical component of a diversity dialogue.

Evette and Jennifer both hoped that the participants from the workshop came away with vital information in regards to disability and inclusion. Jennifer summed it up best by stating, “I hope that they learn that students with disabilities want to be included, but don’t want to stand out based on their disability. They want to stand out for their accomplishments and be a part of the academic and social environments of their programs.”

With their busy schedules, Evette and Jennifer do not have much spare time, however, they do find the time to enjoy some of their favorite hobbies. Evette stated that she enjoys reading a great deal, while Jennifer enjoys being a techie and seeing Ball State theater productions.
Gender Equity Task Force

Membership

Co-Chairs and Representatives
Charlene Alexander, Office of Institutional Diversity
Ione DeOllos, Sociology
Jackie Buckrop, Provost’s Office
Susan Johnson, Dean’s Office

Paid Family Leave Sub-Committee
Judith Gray, Social Work
Michelle Glowacki-Dudka, Educational Studies
Kirsten Nicholson, Geological Sciences
Serena Salloum, Educational Leadership
Janay Sander, Educational Psychology
Ellen Thorington, Modern Languages & Classics

Gender Pay Gap/years to Promotion for Female Faculty
Susan Mantel, Marketing
Julie Dominguez, University Human Resources Services
Pam Harwood, Architecture
Carolyn Kapinus, Graduate School
Amy Kaplan, School of Music
Mary Moore, Communication Studies
Kirsten Nicholson, Geological Sciences
Lisa Pellerin, Women’s & Gender Studies
Kirsten Smith, CICS

Faculty Support Sub-Committee
Kristen McCauliff, Communication Studies
Jane Ellery, School of Physical Education
Xuerong Huang, Accounting
Najma Javed, Physiology & Health Science
Lara Kuykendall, School of Art
Kazumi Matsumoto, Modern Languages & Classics
Rebecca Olson, Employee Benefits and Payroll Operations

Child Care Sub-Committee
Jill Walls, Family and Consumer Sciences
Jennifer Erickson, Anthropology
Courtney Jarrett, Disability Services
Kristen McCauliff, Communication Studies
Glenn Stone, Social Work
Karen Kessler, Theater and Dance

Pictured above and below: photos of the Child Study Center at Bal State University
**Upcoming Events**

**Second Annual Diversity Research Recognition Luncheon**
April 20, 2016 at 11:30 AM
BSU Student Center, Cardinal Hall A

**Dream Makers Day:**
**Make Your College Dreams a Reality**
Wednesday June 15, 2016 in conjunction with Center for Leadership Development in Indianapolis, IN.

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**OID Events In Review**

**March 1, 2016**
Roger Worthington, PhD
The Office of Institutional Diversity brought to you Dr. Roger Worthington in conjunction with the speaker series. Worthington spoke about responding to student protests and demonstrations. Worthington is the former Chief Diversity Officer at the University of Missouri.

**March 24, 2016**
Marybeth Gasman, PhD
Author of the book, “Educating a Diverse Nation”, Gasman spoke about her perspective of diversity in higher education.

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**Past Events Co-Sponsored by OID**

**Ben Jealous**
The Multicultural Center and OID brought you this Martin Luther King Jr. Speaker.

**Sheila Johnson, Founder of BET**
March 28, 2016 sponsored by EIL Speaker Series and OID.

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**Other Events of Interest**

**The Alliance of Black Teachers presents:**

**Angela Jackson-Brown**
Thursday, February 25, 2016 at 5 PM

**Dr. Ruby Cain**
Thursday, March 17, 2016 at 5 PM

**Crystal Thorpe**
Monday, March 28, 2016 at 5 PM

**Rhonda Ward and Garry Moore**
Monday, April 18, 2016 at 5 PM

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**Multicultural Center Events**

**Unity Connections Conference**
January 23, 2016

**Multicultural Center’s Achievement Awards**
April 25, 2016

**Celebration of Excellence**
May 6, 2016
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.

CONTACT US
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Julie Eiser
Graduate Assistants
Ericka Kelley
Claire Kubiesa
PhD Pathways Graduate Assistants
Jaylin Lee
Sara Feigenbaum
Antonette Payne

“In diversity, there is beauty and there is strength.”
-Maya Angelou