Greetings!

This has been a semester of many ups and downs. Sadly, our Ball State University community lost some champions for diversity: the dean of the Honors College, Jim Ruebel; Acting Provost and Executive Vice President for Academic Affairs, Robert (Bob) Morris; and our devoted alumna, Lavera Hughes, wife of Trustee, Hollis Hughes. Each shared a love for Ball State University and I will always be thankful for their support and encouragement. Nonetheless, even in the midst of these losses, I know they would want us all to continue moving forward toward our strategic goals and vision for an engaging future.

Some highlights from this semester: we applied for, and received for the first time, the Higher Education Excellence in Diversity (HEED) award. We are now a National Center for Faculty Development and Diversity institutional member (thank you Bob!). We launched affinity groups for faculty and staff, and our PhD Pathways program is growing by leaps and bounds through the efforts of our amazing PhD Pathways GA’s. Our

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Office hired Paris McCurdy, Ball State alumnus, as our Director for Community Diversity Initiatives, and Greg Fehribach joined our office as a distinguished fellow, to enhance our disability efforts.

We have continued our Educating a Diverse Nation speaker series, held our community diversity celebration, and have several faculty who have been accepted as Diversity Associates engaged in very exciting research efforts, not to mention the efforts of our Gender Equity Task Force, the University Diversity Committee, and the work of the OID Advisory Committee, for which I am especially appreciative.

This Fall, I served on the search committee for our new president, and chair the search committee for the new dean of the College of Architecture and Planning and was asked to serve as the interim Associate Vice President for Community Engagement. Yes, it has been extremely busy but I am thankful for the support of our GAs, staff, and administration for their commitment and dedication to diversity and inclusion at Ball State University.

Next semester promises to bring new adventures and opportunities. For the first time, the Office of Institutional Diversity is initiating a fund raising campaign to support the work of our office; we welcome your generous contributions. Your support will help us recognize the efforts of faculty engaged in diversity related research and initiatives across the campus, community, state and internationally. We will continue to have a laser-like focus on improving recruitment and retention efforts and explore all the ways we can continue to support our faculty.

Ensuring a diverse and welcoming environment is the responsibility of everyone and I continue to be amazed by your contributions to ensuring that diversity is an integral part of everything we do here at Ball State University. Please contact our office with any questions or suggestions.

With warm wishes for a restful holiday season,

Charlene Alexander, Ph.D.
Meet the New Director of Community Diversity Initiatives

We are pleased to have Paris McCurdy, join our team as the Director of Community Diversity Initiatives. Paris will be overseeing partnerships and sponsorships between the University, its departments, and the greater community. Paris will also internally coordinate activities between the Office of Institution Diversity, the Office of Community Engagement, the University Foundation and other university offices that focus on community engagement, providing leadership for the development and implementation of an overall strategic university Community Relations Plan for Ball State. Paris has an extensive background in community development, has built partnerships with the Detroit mayor's office, police department, neighborhood service organizations and local businesses to connect each area to the community. As an alumnus of Ball State University, we are excited to welcome Paris back into the community with high hopes for his impact and passion for this position.

Distinguished Fellow: Greg Fehribach

Greg Fehribach has accepted a position as a distinguished fellow for the Office of Institutional Diversity. Greg earned both his undergraduate and Masters of Arts degrees at Ball State. While at BSU, Greg made history as the first student with a disability to be elected student body president. Greg founded The Fehribach Group, a company working with industry to promote universal design in 1995. A graduate of Ohio Northern University's Petit College of Law, Greg has practiced law since 1968. Greg participated in the development of the Americans with Disabilities Act, speaking before Congress as an Indiana Attorney.
The Educating a Diverse Nation Speaker Series addresses a wide variety of topics on diversity education and multicultural competency. The program offers an opportunity for our faculty, students, and staff to meet and interact with regionally and nationally recognized leaders in diversity and cultural competency in higher education.

The series is hosted by the Office of Institutional Diversity as a means to reach the Ball State Community and build a better understanding of what it means to be a part of, and create a diverse work environment.

This Fall semester we learned from:

**Mike Gillilan**, the Director of Student Rights and Community Standards at Ball State University, spoke about civil and respectful communication.

**Earnie LaPointe**, great-grandson of Hunkpapa Lakota chief, Sitting Bull (Tatanka iyotake), a Sun Dancer, Native American author, orator and president and founder of the Sitting Bull Family Foundation.

**Amy Reynolds**, co-author for Multicultural Competence in Student Affairs and Creating Multicultural Change on Campus and sole author of Helping College Students: Developing Essential Skills for Student Affairs Practice.

**Greg Fehribach**, OID’s own distinguished fellow and attorney who founded The Fehribach Group in 1995, where he provides innovative access solutions to clients who are continually creating an accessible environment that is welcoming to all guests.

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**Save the Date!**

Mark your calendars to hear from these outstanding speakers:

**March 23, 2017**

**Lourdes M. Rivera PhD**

Lourdes is an Associate Professor of Counselor Education at the City University of New York. Dr. Rivera's main area of interest is in career counseling and development with a focus on multicultural issues. Most recently, Dr. Rivera has focused her attention on how best to address the career development needs of children and adolescents in the school setting. Working with teachers and administrators, she has participated in the development and implementation of a career development intervention program for students attending an early college high school.

**April 20, 2017**

**Peter Kranz PhD**

Peter is a professor of Educational Psychology at University of Texas Pan American. Trained as a child psychologist, Dr. Kranz may be best known for researching racism in the 70’s following the civil rights era. He experimented with confrontation groups as a means of understanding racial identity development in order to improve race relations in the U.S. Since that time, he has published dozens of articles on diversity and social justice as achieved through intervention.
**Mentoring 101**

On September 27, 2016, our students attended an inaugural protégé training with Dr. Susan McDowell, which gave the protégés an opportunity to learn more about how to foster and utilize their mentoring relationships.

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**“Adulting” 101**

On November 2, the Ph.D. Pathways held its fourth workshop of the semester that was facilitated by Eilis Wasserman of Ball State University’s Career Center. The workshop focused on the importance of personal branding in adulthood and how to utilize the services of the Career Center. There were seventeen students in attendance for this workshop. We worked on activities and participated in discussions related to our personal brand and how to utilize them in our professional and academic lives. Though this workshop did not specifically focus on the other facets of “adulting,” we hope that this workshop was beneficial to all of the students present at the workshop. We also hope to bring fun workshops next semester on the other facets of “adulting.”

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**Muncie Animal Shelter**

On Saturday, November 19, the Ph.D. Pathways held its fifth and final workshop of the semester, which was a volunteering day at the Muncie Animal Shelter located on West Riggin Road. Even though it was snowing, we had eleven eager protégés. The workshop provided multiple benefits: volunteer hours, fulfillment of the workshop requirement, socialization time, and free animal therapy. The Ph.D. Pathways Program also offered a ride to and from campus for students who did not have transportation.
Relieving Stress with Therapy Dogs

On November 30, the Ph.D. Pathways Program was held an event with trained therapy dogs available for the members of Ph.D. Pathways. We had 18 Ph.D. Pathways members present, along with 14 other Ball State University students, staff, and faculty. This event would not be possible without the very generous help of Bonnie Krupa, the Graduate Advisor in the Ball State University Department of Special Education and owner of Advanced Canine Techniques; Dr. Theresa Kruczek, the Clinical Director of the Ball State Counseling Practicum Clinic; and the amazing volunteers who came with their dogs, which were Barb with Cookie, Sara with Sophie, Barb with Allison, and Susan with Moose.

Contact PhD Pathways

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PhD Pathways on Social Media

/Ph.D.Pathways

Ph.D. Pathways

@BSUPhDPathways

Ph.D. Pathways Program

Seeking Amazing Mentors!

The Ph.D. Pathways has expanded to 69 protégés this semester, compared to 39 protégés from the 2015-2016 Academic Year. We need more and more mentors to keep up with the amount of amazing students that we have apply each semester. If you know of any one who would be beneficial to our underrepresented students, please let us know so that we may contact that individual and tell them more about our amazing program!
Registration Open for Unity Connections Conference

The Unity Connections Conference will take place on January 21, 2017 from 9:00 a.m. to 3:00 p.m. in the L.A. Pittenger Student Center. The goals of this year’s conference are to help participants:

1. Construct meaning from ideas and concepts related to diversity and inclusion;
2. Explore unique human experiences that make up the lives of everyone;
3. Understand the intersection of socially and culturally constructed identities based on race, ethnicity, gender/gender expression, sexuality, class, age, ability, and religion; and
4. Develop ways to build an inclusive community at Ball State University.

The conference will feature discussion, facilitation, lectures, and a keynote address. There will also be several program sessions related to diversity and presented by undergraduate students, graduate students, faculty and staff of Ball State University. **Registration will close on Wednesday, January 12th, 2017** to all students, faculty, staff, and community members.

The Unity Connections Conference is sponsored by the Multicultural Center, Office of Student Life, Housing and Residence Life, and Division of Student Affairs and Enrollment Services.

For more information, email Seth Kaempfer (skaempfer@bsu.edu) or call the Multicultural Center (765) 285-1344.

National Center for Faculty Development and Diversity

We are pleased to announce that Ball State is an Institutional Member of the National Center for Faculty Development & Diversity (NCFDD). Membership in the NCFDD is one of the recommendations emerging from the Task Force on Faculty Retention (Thanks Bob).

The NCFDD is a nationally recognized independent professional development organization that is dedicated to supporting academics in their careers and professional development. They provide a variety of web-based training, and a mentoring community to over 88,000 faculty members.

Membership in NCFDD provides mentoring and career development resources to faculty and graduate students. They focus on increasing productivity, time management, maintaining work-life balance, resolving conflicts and personal organization. All faculty members and doctoral students at Ball State University are able to sign up for an account to access:

- The Monday Motivator (weekly email)
- Access to monthly core curriculum and guest expert webinars and multi-week courses
- Access to the Career Center
- Recordings of all previous webinars
- Access to moderated monthly writing challenges and monthly mentor matches
- Discounted Faculty Success Program registration
- Free access to online accountability and tracking software to alumni of the Faculty Success program.

Faculty and doctoral students can register at: [http://www.FacultyDiversity.org/BSU](http://www.FacultyDiversity.org/BSU)

For more information, email Seth Kaempfer (skaempfer@bsu.edu) or call the Multicultural Center (765) 285-1344.
In Memoriam

Lavera Hughes

We are saddened by the passing of Lavera Hughes, Ball State alumna and educator. Lavera maintained close ties with the university and the community as her partner, Hollis E. Hughes Jr., is a Ball State Trustee. Lavera received her master’s degree in education from Ball State, and spent her professional life in the South Bend Community School Corp. as a teacher, helping help children to learn and thrive. Hughes’ commitment to others — both locally and globally — kept her involved in the NAACP and with her faith community at the Olivet AME Church in South Bend. Lavera and Hollis Hughes were committed to the development of Ball State and were active throughout all aspects of campus. The couple was generous not only in the time they devoted to the university but worked to preserve opportunities for new generations of Cardinals through their membership in the Fellows Society.

Robert Morris

Bob started his professional career as an assistant chemistry professor at Ball State in 1991 and was promoted to full professor, then chair of the chemistry department, dean of the Graduate School, associate provost for research, and, most recently, acting provost and executive vice president for Academic Affairs. As a result of his dedication to education, Morris and his wife, Sandy, who graduated with a bachelor’s degree in nursing from Ball State in 1984, established the Robert and Sandra Morris Scholarship, which has been awarded annually since 2012 to incoming freshmen pursuing a major in the Department of Chemistry. The couple also established the Sandra K. and Robert J. Morris Nursing Scholarship in 2009 to provide assistance to nursing majors.

Jim Ruebel

We will remember Jim as a dedicated educator who helped thousands of young people reach their academic potential as dean of the university’s Honors College. He took pride in molding young students — often mentoring them one-on-one. His kind and gentle nature was witnessed and appreciated by thousands of students over the years. His legacy of honor and academic rigor will live on through all of the students and for generations to come. He will be dearly missed.
Our Mission

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.

Our Staff

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We've Relocated!

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