

Beginnings

Minority Summer Faculty Recruitment Fellowship Program Indiana University

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First Words

Carolyn Calloway-Thomas
Director

In the second year of this three-year program, I am glad to stop and think again about the "beginning" that we are creating at Indiana University (IU). This year, more scholars applied to the Minority Summer Faculty Recruitment Fellowship Program, more departments requested candidates' dossiers, and more offers of fellowships were extended. In our first year, 54% of all applicants received PhDs from universities in the midwest and north central states. We can see that our recruiting efforts have met with success in publicizing the program nationwide, because in the second year of the program applications from scholars educated in the northeast, the south, and the west have increased significantly. Clearly, both national and local knowledge of the program has grown. With growth in knowledge of the program, we hope, goes growth in understanding of the need for diversity among the faculty of IU and growth in commitment to that goal.

Application to a program such as ours is an act of faith in the good will and genuine interest of the faculty at IU. Because the Fellows,

both this year and the last, constitute slightly less than 1% of the applicants, I want to applaud the faith of the many fine scholars who will not be on campus this summer. Because they applied, more people are aware of the number and excellence of minority scholars currently on the job market. Departments unable to hire additional teachers this summer are nonetheless aware of the achievements of minority scholars in their fields. That awareness will grow and bear fruit in other years.

Our commitment to diversity as minority scholars is challenged by the numbers of excellent minority candidates in the same disciplines. In both years, 31% of all applicants were in education, 29% in the social sciences, and 20% in the humanities. The remaining 20% were in health, sciences and mathematics, business and public administration, journalism, law, and the arts. As teachers, we need to encourage talented students to explore their interests in these diverse fields.

Last year, I wrote about a vision of a community committed to diversity, energy, and change. Last summer, I experienced such a

"A beginning is a promise that creates expectations."

community: the 1987 Minority Faculty Fellows. The Fellows shared with each other, with the program staff, and with the larger University their enthusiasm for teaching, their delight in ideas, their diverse experiences, their understanding of issues facing minorities in the culture and in academics, and the strength of their friendship and joy in living. We experienced the 1987 Summer Program as a time for exchange of ideas among minority scholars as well as a time of introducing minority scholars to the University community, and we grew in that experience.

I would like to share with you, also, the achievement of our newsletter editor, Vince Gotera. He has received the Mary Roberts Rinehart Award in poetry for 1988.

The award's \$2500 grant will allow him to complete a book of poetry entitled *Madarika*. The title, in Tagalog, means "homeless wanderer," and the poems are about Filipino-American life and culture. We congratulate Vince on this award and look forward to his illumination of a special minority experience.

A beginning is a promise that creates expectations. The promise of growth made possible by change is being fulfilled in greater knowledge of the program, in greater participation in the program, and in greater understanding of the strengths and possibilities of such a program. The promise is also being met in hiring negotiations that soon will reach their conclusions. We are beginning.

Stories

Thomas Ehrlich
President, Indiana University

Telling the story—and getting it right—is an essential element in modern Afro-American literature. Allow me to retell a story that has been told to me since my arrival at IU (I hope I'll get it right), and then I'd like to tell you a story of my own.

I begin at the beginning, with Marcellus Neal, our first black graduate who received a BA in mathematics in 1895, and Frances E. Marshall, our first black woman graduate who received her degree in 1919. Integration of IU's residence halls, sports facilities, and Union were not achieved until well into the 1950s under the leadership of Herman B Wells. While the late 1960s and early 1970s were a time of turmoil in Bloomington, they were also a time of growth, and in 1970, Herman Hudson was appointed the first Dean for Afro-American Affairs. Soon after, he established the Department of Afro-American Studies, the Afro-American Arts Institute, and the Black Culture Center on the Bloomington campus.

This story continues with the commitment to enhance the growth of a community of scholars which by its very existence encourages diversity in the larger University community. Through the Minority Summer Faculty Recruitment Fellowship Program, the story goes on. Last summer, in its first year, the Program brought eight visiting minority Fellows to Bloomington, and in 1988, we expect eight more Fellows. We know that by improving faculty recruitment we will improve minority student recruitment—one builds on the other.

My own story is one of a vision for our University. I see it as a place where students and faculty of all races, religions, and backgrounds will feel welcome, where they will always be allowed to learn more. That is what a university is: a testing ground for ideas, interests, and values where people come to learn how to learn and leave knowing more. My story will be woven through the future of this University. Since knowledge never ends, but always presents another question, the story of diversity at IU will go on from this point and include future students and their teachers.

I will conclude my story today, however, with a congratulatory note to all who read *Beginnings*. You are a part of the legacy of community and diversity that was begun here with Marcellus Neal, was developed through this tumultuous century, and will continue into the next one. You are all pivotal characters in a continuing story, and I congratulate and thank you.



Souvenirs and Keepsakes; or, What I Did During My Summer Vacation

Susan Hodges

The inaugural year of the Minority Summer Faculty Recruitment Fellowship Program was an auspicious one. Last summer, eight Fellows came to IU:

Milagros Commander	Language Education
Virgil Dorsey	English
Joseph Hall	Biology
Elizabeth Hernandez	Speech Communication
Terry Kershaw	Sociology
Mark Perry	Religious Studies
Mark Reid	Comparative Literature
Gary Sailes	Physical Education

The fellows were especially delighted with the opportunity to become acquainted with minority scholars in other disciplines. Gary Sailes expressed the general feeling when he said that he was impressed by the "networking and sense of community among the Fellows. The diversity, expertise, and intelligence of the other members made our interaction very stimulating." Terry Kershaw reported, "I met some people whom I believe I will stay in touch with for the rest of my life."

Teaching, a central activity of the program, drew comments from all the Fellows. Most were strongly positive, and many found teaching at IU a genuine challenge. Millie Commander reported, "My students surprised me with a lovely token of remembrance that I shall cherish for the rest of my life. The occasion was filled with emotion and farewell tears." Terry Kershaw found his teaching experience "excellent! I *really* did some teaching because with the number of students I had, we worked independently, and I had to teach in a way that was different from anything I had ever done before." Mark Perry also found that he had "to rethink [his] teaching program and devise a way to kindle intellectual curiosity." This was Mark's first encounter with teaching at a state university, and he found that "the students lacked self-discipline." Mark Reid described his teaching experience as "marvelous" but expressed a wish for larger enrollment.

The summer "invisibility" of IU faculty drew some comment. As one department chair remarked, "we don't even see much of each other during the summer!" Nonetheless, the Fellows also spoke of the faculty's special efforts to get to know them. Virgil Dorsey remarked on the support of his department's chairperson. Mark Reid also spoke warmly of support from the chair of his department and added, "I was quite touched by the presence of the founder of the Comparative Literature Department at my lecture." Millie Commander indicated that she "thought [she] would have the opportunity to work more closely with other professors in [her] field," but she also said of a faculty member who attended her seminar, "we became true 'colleagues' in the sense that we shared and expanded each other's knowledge and experiences." Although one Fellow described IU faculty as "distant," the most frequently used adjectives were "gracious," "positive," "cordial," and "delightful."

One fellow admitted, "The worst experience I had was the racial prejudice and sense of fear I experienced, which subsided a lot as I was here longer."

The 1987 Fellows had a wealth of advice to offer future Fellows: "Take full advantage of library services. In my own case, I have been able to update bibliographies in several areas because of the extensive collection of books and journals." Another Fellow suggested, "Bring your own car if you're close; if not, buy a cheap one and then sell." Perhaps the most down-to-earth advice was: "Be productive both academically and socially—in other words, *have fun*."

The Fellows also suggested involvement with the Black Expo festival in Indianapolis, group excursions to Indianapolis, Lake Monroe (a nearby

"Fruitful work and good friends . . ."

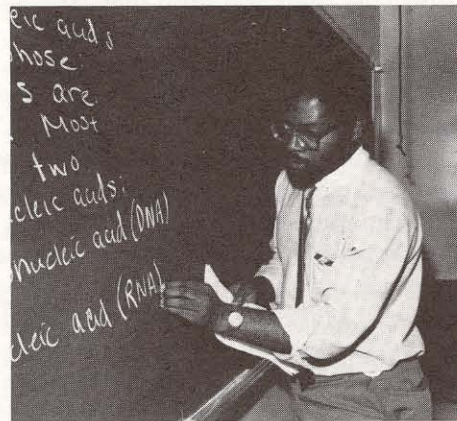
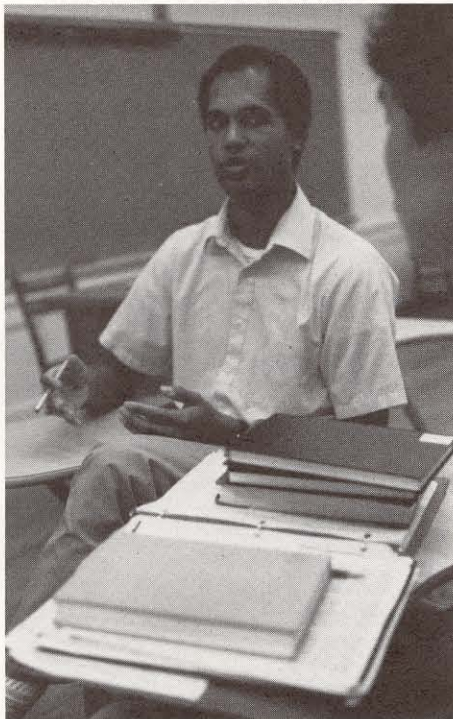
resort area), and Nashville, IN (a local arts-and-crafts mecca). All stressed the opportunities for good teaching, vital research, and an exciting exchange of ideas with colleagues and students. Fruitful work and good friends—what more can we ask?



From left to right: Virgil Dorsey, Joseph Hall, Susan Hodges, Mark Reid, Milagros Commander, Gary Sailes, Carolyn Calloway-Thomas, Elizabeth Hernandez, Vince Gotera, Terry Kershaw, Mark Perry

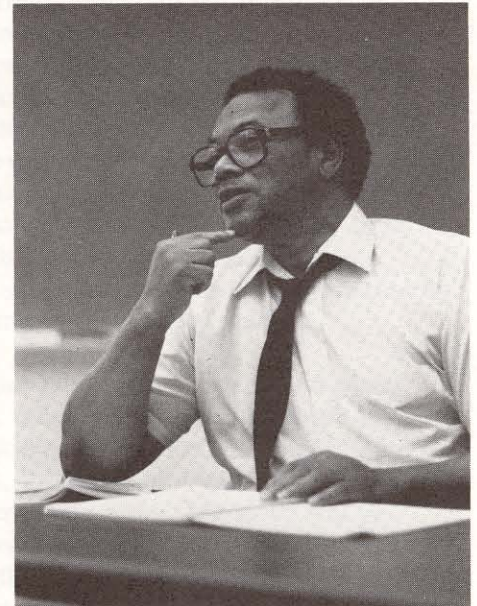
Work and Play

Below: Mark Perry with student



Left: Joe Hall at the board

Below: Virgil Dorsey teaching



Left: Millie Commander, Elizabeth Hernandez, Mark Reid, and Virgil Dorsey at the "Taste of Bloomington" festival

Presenting the 1988 Fellows

Vince Gotera

The Minority Summer Faculty Fellows coming to Bloomington during the summer of 1988 are a stimulatingly diverse company. As a group, they are a microcosm of the entire gamut of academic disciplines, representing the arts and the sciences. The collection of such an eclectic group will make the program a genuine nexus of intellectual endeavor within the university.

Coincidentally, three of the Fellows are from Baton Rouge, Louisiana but the rest hail from different parts of the country. In the course of their academic careers, the Fellows have covered the entire nation, from Oregon to New York, from Alabama and Texas to Michigan. In fact, they are quite an international group with connections both personal and professional in Canada, Ghana, France, and other parts of the globe.

The 1988 Fellows are a distinguished crowd, with a wealth of published research as well as many awards and fellowships. In addition to these accomplishments, the Fellows as a whole are interested in their students as persons, not merely as teachable units. But, as with last year's Fellows, the most significant observation one might make about this group is that they are not *merely* scholars. All of them lead fascinating and full lives apart from academe, and assuredly these extra-curricular accomplishments and abilities will enhance their interactions this summer with students, faculty, and one another.

Lynda Campbell

Lynda Ruth Campbell is an Assistant Professor at Southern University and A & M College in Baton Rouge, Louisiana, where she melds the fields of speech-language pathology and special education: she is currently "working on several articles focusing on competency levels, job demands, and perceptions of skill acquisition among speech-language pathologists certified by the American Speech and Hearing Association."

At Southern University, Campbell teaches speech-language pathology, focusing especially on urban and ethnic communication disorders, for the Institute for the Study and Rehabilitation of Exceptional Children and Youth. Her interest in students is reflected in her founding of Southern University's chapter of the National Student Speech Language Hearing Association.

Campbell holds graduate degrees in speech-language pathology from University of Mississippi (Master's) and Howard University (PhD), where she held a Terminal Year Fellowship—a dissertation research award with stipend. But her expertise is not merely academic; she has had significant clinical experience, and she has been certified by the American Speech-Language-Hearing Association.

Campbell has worked as a Speech-Language Pathologist for the Voca Corporation and the Hospital for Sick Children, both in Washington, DC; the Husepeth Center in Whitfield, MS; and the Oxford Child Development Center, an agency of the School System in Oxford, MS.

In her career development as a speech-language pathologist, however, Campbell has not neglected her other focus: education. "I completed a semester of student teaching with the Clarksdale Mississippi County School System," she tells us, and her undergraduate degree is in Special Education, with a concentration in Speech Therapy. At Howard University, this interest culminated in a position as a Consultant for the School of Education, where she taught a course entitled "Diagnostic and Prescriptive Teaching of the Mentally Retarded and the Learning Disabled" for special-education majors and minors. While she is in Bloomington, Campbell will be teaching S561, "Practicum in Speech-Language Pathology" in the Department of Speech and Hearing Sciences. She will also participate in curricular development in multi-cultural and bilingual education.

Michelle Collins

Gina Michelle Collins will be teaching a Comparative Literature course, "Literature and Gender" (C400), which promises to be a stimulating and challenging class. This course in 19th- and 20th-century American, British and French literature "will focus on [how] literature serves to establish as well as question traditional models of masculine and feminine behavior and roles." Collins's personality is aptly revealed by her description of the course materials: "Readings range from realist description to satirical and utopian/dystopian projections, from traditional novels to science fiction and fantasy."

Collins is an Assistant Professor of English and French at Louisiana State University in Baton Rouge. She holds the PhD in Comparative Literature from SUNY-Binghamton, where her dissertation focused on "Writing the Feminine: Maurice Blanchot and Clarice Lispector." Her Master's work in Translation and Interpretation, from the Monterey Institute of International Studies, culminated in "The French Malady," a translation of Alain Peyrefitte's *Le Mal français*. Collins's critical articles revolve around the interspersions of translation and feminism:

"Mediating the Immediate: Translating a Feminine Discourse," "The Color Purple: What Feminism Can Learn from One Southern Tradition," and "We Are Not At All Sure About their Renaissance: De-Mystifying Patriarchy with Alice Walker." Her work in translation has been similarly impressive: Mikkel Borch-Jacobsen's "The Law of Psychoanalysis" and Jacques Derrida's "Des Tours de Babel," among others. At Louisiana State University, Collins recently taught a graduate seminar in feminism and the *Bildungsroman* and will be teaching future seminars in contemporary critical theory and black feminist criticism.

In response to our query about her "personal side," Collins contributed the following tidbits: "I'm a member of the Religious Society of Friends, a vegetarian of sorts (I do eat fish), work in a natural foods co-op, play racquetball, bicycle, and bake bread for fun." Collins, among her many interests, scholarly and otherwise, still finds time for social commitment: "I'm also a member of Amnesty International and am working on a local effort to repeal the death penalty, so I guess you could call me something of an idealist."

Jasmin Cyril

Jasmin Wilson Cyril, currently an Art Historian at the University of Michigan at Ann Arbor, is an expert in the development of Siennese painting and the interaction of artists in the Italian Quattrocento. She will be teaching a course in the School of Fine Arts, "Fourteenth- and Fifteenth-Century Art in Italy," (A331) a survey of painting, sculpture, and architecture. This class is a natural complement to her dissertation, "An Iconographic Study of the Imagery of San Bernardino of Siena and the Observants in Italy, 1440-1500."

Cyril has been, since 1983, a Fellow of the Committee on Institutional Cooperation (CIC) Minorities Fellowships Program at the University of Michigan. Besides

Ann Arbor, she has also been at the University of Oregon in Eugene and at SUNY-Potsdam, where she received her Art History BA and MA, respectively. Cyril's expertise has been enriched by international travel and study—at the Villa Boscobello in Florence, as well as in Siena as a CIC International Studies Fellow in 1986.

Cyril has received various fellowships and honors. Along with the Minorities Fellowship and the International Studies Fellowship awarded by CIC, she received an American Indian Scholarship for a three-year period while she was at Oregon and also subsequently at Michigan. In 1978, she received the Samuel H. Kress Award at Oregon.

Eddith Dashiell

Eddith A. Dashiell will be teaching a course entitled "Broadcast News Editing" (J353) for the School of Journalism. She brings to this course a significant blend of experience, both as an educator and as a practicing broadcast journalist.

Dashiell is currently at Middle Tennessee State University, where she is an instructor of broadcast journalism. She has also been a radio news instructor in the Speech Communications Department of the University of Missouri at St. Louis. Equally important is her practical experience: Dashiell has been the News Director of KWMU-FM, a public radio station in St. Louis, MO; she has produced, directed, and edited news at public and commercial radio stations in Murfreesboro and Nashville, TN; and she has been an Assistant News Producer at WSMV-TV, the

NBC affiliate in Nashville. Dashiell's freelance portfolio, as a news producer and reporter, includes work with the Associated Press and National Public Radio, both in Washington, DC.

Dashiell has received national and regional recognition for her work. This past February, she was one of 75 academicians honored with an invitation to the International Radio and Television Society's Faculty/Industry Seminar in New York City. Last summer, Dashiell was invited to be a fellow at the Association for Education in Journalism and Mass Communication-Gannett Teaching Workshop, held in Bloomington, IN. In addition, she received the 1983-84 Feature Reporting Award in Class B-Medium Market Radio from the Tennessee Associated Press Broadcasters Association.

Anthony Gyapong

Anthony Owusu Gyapong, currently an Assistant Professor of Economics at Wayne State University, will be teaching E104, "Introduction to Macroeconomics." He holds the PhD in Economics from Queen's University at Kingston, Ontario, where his dissertation investigated "The Determinants of Strike Activity in Canadian Manufacturing." His Master's and bachelor's degrees, both also in Economics, are from the University of Saskatchewan and the University of Cape Coast in Ghana, respectively.

Gyapong's academic excellence is reflected in the fellowships and grants he has received: at Queen's University, he received both the Skelton-Clark Fellowship and the Queen's University Graduate Fellowship; at Wayne State University, he has received a Small Research Grant of \$1,000 and a

Minority Faculty Research Award of \$10,000. Besides being a professor at Wayne State, Gyapong has also been an instructor at the Detroit College of Business in Dearborn.

His current research has included work on minority education; "Is It Discrimination that Depresses the Earnings of Blacks or a Low Schooling Quality" and "Race Differences in the Choice of College Major: An Investment Theory Approach" are two titles of work in progress. Gyapong's varied interests are revealed in the titles of his publications, including "Alternative Estimating Techniques for Panel Data on Strike Activity," "Demand for Factors of Production: A Study of Michigan's Municipal Police Departments," and "Factor Substitution, Price Elasticity of Factor Demand and Returns to Scale in Police Production."

Charles Jones

Charles E. Jones, who will be teaching a course entitled "Contemporary Minority Problems" (A260) in the Afro-American Studies Department, is an Assistant

Professor of Political Science at Old Dominion University in Norfolk, VA. His research has explored minority subjects in a number of directions: "The Political Repression

of the Black Panther Party," "Affirmative Action, Women Managers and Performance Appraisal: Simultaneous Movement in Conflicting Directions?" and "United We Stand, Divided We Fall: An Analysis of the Congressional Black Caucus Voting Behavior, 1975-1980," among other titles.

As a Congressional Black Caucus Graduate Legislative Fellow, Jones spent the early part of 1983 serving on the Education and Labor Committee/Subcommittee on Employment Opportunities and the Judiciary Committee/Subcommittee on Criminal Justice in the House of Representatives. He plans, while in Bloomington this summer, to work on his book examining the Congressional Black Caucus.

Jones received his PhD in Political Science from Washington State University. His MA and BA, also in Political Science, are from the University of Idaho and Fayetteville State University in North Carolina.

At Old Dominion, Jones has been active in service for students: he is the Advisor of the Political Science Club and he has served as a Faculty Mentor in the Black Students Mentoring Program. In addition, he has been a member of the Steering Committee of Old Dominion's Institute for the Study of Minority Issues.

Jones tells us that he is enthusiastic about Bloomington's excellent jazz program, and hopes to meet jazz musician David Baker, a renowned professor of music at IU. Jones reports, "I enjoy attending Jazz concerts and collecting Jazz albums, books, and other Jazz memorabilia. Some of my favorite Jazz artists include Betty Carter, Thelonious Monk, and Dexter Gordon." Besides being a jazz enthusiast, Jones is also an "avid sports fan." IU ought to be able to provide Jones some interesting moments in that regard, as well.

Keith Parker

Keith Dwight Parker will be teaching a Sociology course entitled "Deviant Behavior and Social Control" (S320). He is eminently qualified to address this topic; his doctoral dissertation was a study of "Perceptions of Fear of Crime: A Comparative Analysis of Mississippi Residents." In fact, Parker's research, both published and in progress, points up his proficiency in this area: "Criminal Victimization among Black Americans," "Black-White Differences in Homicide," "Gender Differences in Perceived Effectiveness of Home Security Devices," and other papers.

Parker, an Assistant Professor of Sociology at Auburn University, received his PhD and MA from Mississippi State University, and his BA from Delta State University. At Auburn, his investigation of "Social Correlates of Drug Use among Blacks in Rural-Urban Settings" was funded by a grant from the university's office of the Vice President for Research.

Parker has received several grants and awards for academic excellence.

While he was an undergraduate, Delta State University funded his research project on "Relationships Between Self-Concept and Academic Achievement among Negro and White American Students Enrolled at Delta State University." He received a Student Paper Award from the Alabama-Mississippi Sociological Association, as well as an Academic Excellence Award from the Black Awareness Committee and a Minority Graduate Student Fellowship, both from Mississippi State.

What distinguishes Parker is the attention he pays to students, both in his present role as mentor and in the past when he was himself a student. At Mississippi State, he served as a Resident Hall Director and President of the Graduate Black Student Organization. At his undergraduate institution, he was the Assistant to the Dean of Students as well as the Faculty Advisor of the Black Student Association. At Auburn, he is serving on the university's Student Financial Committee.

Walter Pitts

Walter F. Pitts, a linguistics expert, is an Assistant Professor of Anthropology at Louisiana State University in Baton Rouge. His expertise is based on academic as well as practical credentials in languages. Pitts holds the PhD in Applied Linguistics from the University of Texas at Austin, he has taught English at an Air Force Base, been a Peace Corps instructor in Honduras, tutored in Spanish and French at the Bronx Community College and at Malcolm-King College, and taught English as a Second Language in the lower east side of New York City.

Pitts has won several awards: a Danforth-Compton Fellowship and a Graduate Opportunity Fellowship given by the University of Texas at Austin, as well as the President's Postdoctoral Research Fellowship administered by the University of California at Berkeley. While on this postdoc, he worked with

anthropologist John J. Gumperz and folklorist Alan Dundes on "The Transformation of Ethnic Symbols beyond African Retentions in the Afro-Baptist Church."

Pitts's postdoctoral research is only one example of the fascinating topics he has investigated. He has published papers on "Linguistic Variation as a Function of Ritual Structure in the Afro-Baptist Church," "The Use of Verbal -z in Slave Narratives," and other subjects. His work in progress bears witness to Pitts's ecumenical reach: "Conservative Language Use in Afro-Baptist Ritual Performance in Central Texas," "The Musical Recycling System in the Afro-Baptist Ritual," and "West African Poetic Features in Afro-American Fundamentalist Preaching." The Linguistics course he will teach in Bloomington, "Applied Traditional and Structural English Grammar" (L510), promises to be an intriguing class.

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Beginnings is a biannual newsletter published by the Minority Summer Faculty Recruitment Fellowship Program at Indiana University, Bloomington.

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