



# Beginnings

Minority Faculty Fellowship Program  
Indiana University

Volume 6, Number 1

Summer 1992

## First Words

Carolyn Calloway-Thomas  
Director

*"... the continued success of our program ... stands out so clearly against the current background of minimal advancement in faculty diversity nationally."*

Our sixth year of operation coincides with a nationwide recession which threatens minority gains in education. It is time, therefore, to reassess the achievements which have been made through the late 1980s to reaffirm the need for intense recruiting by universities. On January 20, 1992, the *New York Times* reported gains in minority undergraduate enrollment, with 33% of African-American high school graduates in college during 1990 as opposed to 26.1% in 1985. Percentages of Hispanic candidates were also up, to 29% in 1990 from 26.1% in 1985. This news is indeed gratifying, and we hope that the implications of increased minority student enrollment will encourage universities to renew their dedication to sustain the headway that has been made in minority faculty hiring, rather than easing off in complacency and diverting funding from vulnerable minority programs for other academic purposes. By maintaining faculty diversity, universities will be able to increase further the number of potential minority students in their pipelines, and thereby allow counselors greater flexibility to promote under-represented disciplines.

Further evidence of this need to strengthen the commitment to minority hiring comes from the Census & Bureau of Labor Statistics, which reports that in the face of these steady changes in student diversity,

the percentage of black professors has increased only from 3.5% in 1970 to 4.5% in 1990, constituting a mere 6.3% of new hires. These compelling data emphasize the fact that we must remain mindful of the perilous nature of our enterprise.

Turning our attention to the Minority Faculty Fellowship Program itself, we are again extremely pleased with the number of fellows who have been hired by Indiana University. Bonita Dowell, a 1991 Summer Fellow in the Department of Speech and Hearing Sciences, was hired this past fall as a full-time faculty member of that department. Nellie Morales has been teaching for the past year in the School of Public and Environmental Affairs. In addition, Paula Barnes has spent the year as a Visiting Professor in the English Department, and although she was offered a full-time position, she has decided to return to Hampton University. Another of last summer's Fellows, Dwight Brooks, will be joining the Department of Telecommunications this coming fall. We are delighted by this proof of the continued success of our Program, which stands out so clearly against the current background of minimal advancement in faculty diversity nationally.

Profiled in this issue are this year's Fellows, with whom we anticipate an



*Carolyn Calloway-Thomas  
Director*

exciting summer. We are particularly pleased that two of this summer's Fellows are Native American. Offers were also made to Professors Carmen Gillespie, a black female candidate, and Sonia Arbona, a Hispanic female candidate, although unfortunately neither of these scholars was able to attend. These offers are further evidence of the University's encouragement of our Program goals.

Our statistics from the 1991-1992 applicant pool indicate that while our candidates' proportions have remained fairly consistent in terms of ethnic affiliations, numbers of female applicants have improved slightly. Interestingly, numbers of applicants in the social and physical sciences increased, as well as in fine arts. Our

applicants in the humanities, education, and professional schools continue to be strong as well. We are gladdened by this shift in the disciplines, and hope that it is an indication of future trends in minority education as well as faculty allotment.

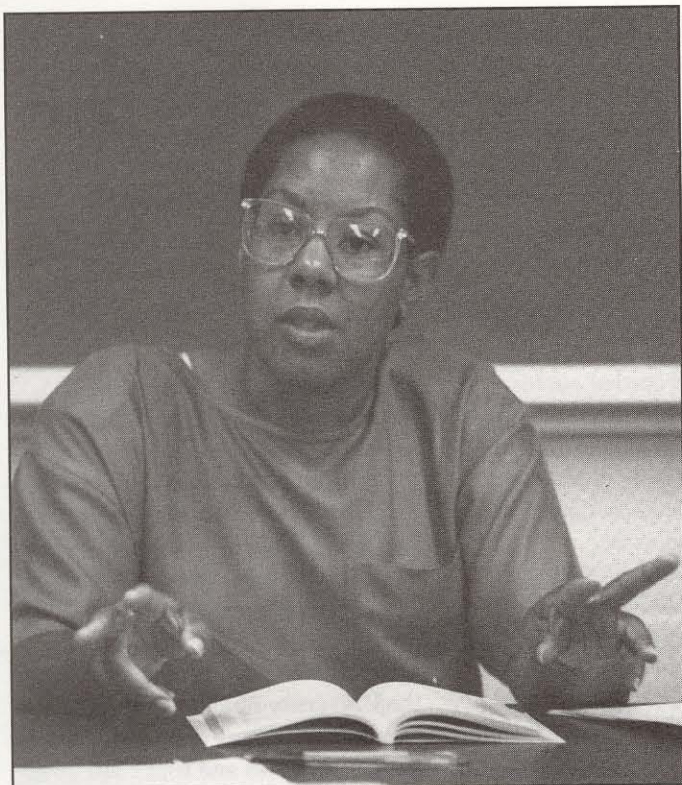
With these national and internal trends in mind, we are considering possible modifications of the Minority Faculty Fellowship Program for next year to adapt it to the University's changing needs. While these are still in the discussion stage, we are dedicated to maintaining the current caliber and integrity of the Program as we explore new means to provide flexibility and stimulation for young minority faculty of quality and promise.

## Summer 1991 Fellows

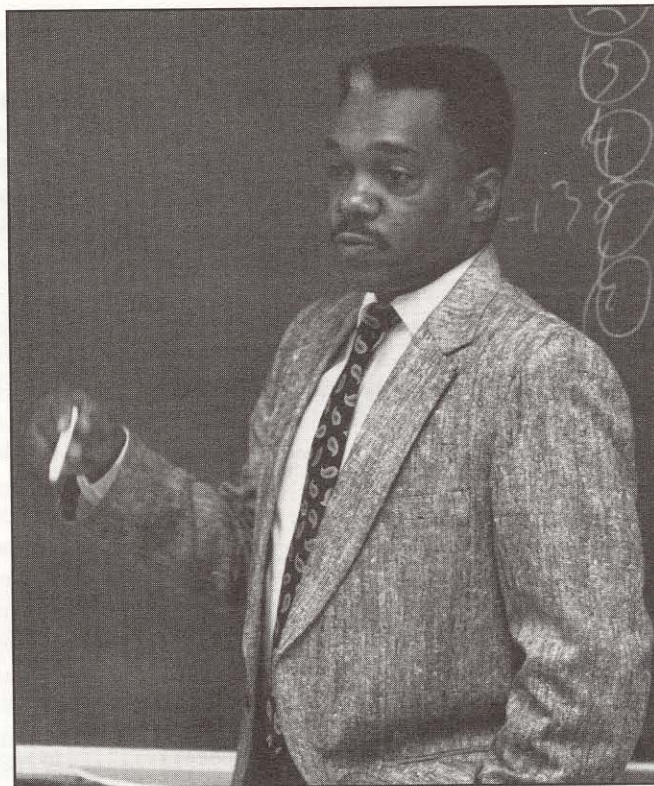


*From left to right: Paula Barnes, Susan Gibson, Carolyn Calloway-Thomas, and Bonita Dowell*

## Class Acts 1991



*Paula Barnes, English*



*Dwight Brooks, Telecommunications*



*Bonita Dowell  
Speech and Hearing  
Sciences*

## Presenting the 1992 Summer Fellows

The diversity of this summer's Fellows demonstrates once again the Minority Faculty Fellowship Program's commitment to furthering the careers of bright, promising minority scholars. This year's participants bring a rich pool of talent to the University, in the areas of film studies, philosophy, anthropology, sociology and business. The Fellows have a multitude of interests and concerns, but they all share a commitment to quality, manifested in the level of academic and professional achievement they have attained.

### Todd Boyd

If Todd Boyd had carried out his original career plans, today we might be watching him instead of Bryant Gumble on television. A love of sports led Boyd to study radio, television and film as an undergraduate at Wayne State University in Detroit, in hopes of becoming a sportscaster. He did work for a time as a sports reporter and producer, but after experiencing firsthand the exploitative nature of the media industry, he decided that the glitz and glamour of television was not for him. His practical experience proved to be valuable when he embarked on his next career path -- film criticism.

After deciding to study films, Boyd received both his master's and Ph.D in Communication Studies from the University of Iowa. In his dissertation, "Contemporary African-American Cultural Discourse," Boyd examines across genres the ways in which African-American culture attempts to express itself in society.

He compared Spike Lee's film "Do the Right Thing," as well as other forms of radical pop culture, to assimilated pop culture. Lee's work will be a focus in the two classes Boyd will teach this summer, African-American Cinema and the Politics of Contemporary Cinema.

Currently an Assistant Professor at the University of Utah, Boyd has also taught introductory courses in mass communications and film analysis as well as seminars on Minorities and the Media and Jazz and the Cinema. His article "Cinema's Affirmation of African-American Culture" will appear in the anthology Multicultural Media in the Classroom, to be published soon. He has also made numerous presentations and published articles in *Wide Angle* and the *Iowa Journal of Literary Studies*. Though Boyd said he doubts he will have much free time while in Bloomington, he is eager to frequent the Afro-American film archive on campus.

### Bobby Dixon

While growing up in Memphis, Tennessee, Bobby Dixon could hardly wait to go to college and study philosophy. He wondered how philosophy could be used to understand and solve the social and economic problems facing his community. Dixon now shares his love of philosophy with his students. "I enjoy teaching so much," he said, "sometimes I feel guilty for getting paid to do it." Currently an Assistant Professor at Kent State University, Dixon has taught a wide range of

classes, including African-American philosophy, Death and Dying, and Business and Morality. His elementary ethics course this summer will focus on contemporary moral issues such as abortion, capital punishment, affirmative action, and pornography.

Dixon received his undergraduate degree from Brandeis University in Massachusetts, where he received Honors for his senior thesis in philosophy, and his master's from

## Susan Krouse

Boston College. For five years he worked as an instructor at a community college in Danville, Illinois, at the IU-Purdue University campus in Indianapolis, and at IU. Dixon said he tries to create a relaxed atmosphere in which issues are taken seriously; he especially enjoys seeing students questioning their beliefs and making connections between old and new material. Dixon said he strongly encourages discussion and participation in his classes.

Dixon was awarded a Committee on

Susan Krouse is another Fellow who is no stranger to Bloomington. Krouse received both her undergraduate degree, in folklore and history, and her master's degree, in anthropology, from IU. She is currently a Visiting Assistant Professor in the department of sociology and anthropology at Nazareth College in Rochester, New York. The only anthropologist on the Nazareth staff, Krouse teaches all the introductory anthropology classes as well as some upper-level cultural anthropology courses. One of these is the course she will teach this summer on North American Indians, which will focus on the diversity and persistence of cultures. "I want my students to see American Indians as living human beings with ongoing cultures," Krouse explained.

Krouse's own life attests to the persistence of Indian culture. While she was growing up in Grand Blank, Michigan, hers was the only Indian family in town, but Krouse has since developed close ties with the American Indian communities in both Rochester, where she is a member of a powwow committee, and Milwaukee, where she received her Ph.D from the University of Wisconsin. Her dissertation, entitled "A Window into the Indian Culture: the Powwow as Performance," examines the ways in which Indians create an identity they can present to

Institutional Cooperation Grant in 1982. He received his doctorate from IU in 1990 for his dissertation, "Critique of the Master-Slave Dialectic in the Writings of Ralph Ellison." He is currently doing research on philosophical novelists, including Camus, Sartre and others. In fact, he is writing a philosophical novel of his own. He said he looks forward to using the excellent research facilities in Bloomington again and will also devote time this summer to painting, and, of course, writing.

the public to make Indian culture more understandable and tolerable. She analyzed powwows as performances and status reversals by comparing powwows held on tribal lands with those held for mixed audiences.

Krouse originally intended to make a career of museum work and has extensive experience in that area. She served as Acting Curator of Collections at the Mathers Museum of IU, which houses the Joseph Dixon photographs of American Indians on which she based her master's work. She was also Curator of the New Hanover County Museum in Wilmington, North Carolina for almost six years. Krouse has published "Filming the Vanishing Race," in *Visual Explorations of the World: Selected Papers from the International Visual Communication Conference*, as well as an article in a special edition of the journal *Visual Anthropology*. Krouse was awarded the Sol Tax Award in 1991, given by the department of anthropology at the University of Wisconsin in Milwaukee for outstanding dissertations.

Krouse looks forward to attending the opera while in Bloomington. She said this summer will be like a second honeymoon for her and her husband Ned, who is an artist -- they met while living in Bloomington.

## Sharon Magill

One of this summer's Fellows will not have to leave home to take part in the Program. Sharon Magill has taught as an Associate Instructor in the IU School of Business since 1989. This summer Magill will teach Organizational Theory and Design, which she said could be subtitled "Organizational Survival 101." She has also taught the required strategy course for business majors for three years. In the fall Magill and her family will be moving to Kentucky, where she will teach a strategic management course at the University of Louisville.

Magill said that because the classes she teaches could be very theoretical, she tries to make them more real to students. She said she hopes her classes teach students that business, like life, is not usually black-and-white. "One of my greatest rewards in teaching is to receive letters from students who say, 'we really *do* do these things' (that they learned in her class)," Magill said.

Magill has received several academic and teaching awards, including an Outstanding Research Award from

the University of Toledo in 1988 for her master's thesis. In 1991 she was selected as an Outstanding Young Woman of America. She has co-authored articles in *The Journal of High Technology Management Research*, *Business Horizon*, and *Mid-American Journal of Business*. This summer she will be finishing her dissertation, "Achieving Firm-Environment Coalignment: Organizational Antecedents to Adaptation and Manipulation in Unstable Environments."

Magill worked in health care management before receiving her undergraduate degree in management information systems from the University of Toledo. After her husband Bill had a heart attack at the age of 35, she decided to get her doctorate "just to be safe." The Magills have two daughters, Christine, six, and Courtney, eight. When she is not spending time with her family, Magill is busy building her new house and trying to sell the one here. If she were leading a "normal life," she said, she would also be gardening, traveling, and antiquing this summer.

## Aaron Porter

Aaron Porter was born and raised in Philadelphia, and his close ties to urban areas have been a major influence on his career. While studying sociology as a master's student at the University of Pennsylvania, Porter became convinced that many of the scholars he was reading did not have insight into the dynamics of inner-city neighborhoods. He decided to build on his own foundation of personal knowledge by gaining field experience, mostly in Philadelphia, but also in Baltimore, Pittsburgh, Newark and Washington, D.C. He served as a volunteer for a variety of programs, doing field research for Philadelphia's Anti-Drug Congress, studying AIDS and young men's sexual behavior for the Albert Einstein Medical Center in

Philadelphia, and designing community development programs for inner-city neighborhoods there.

Porter received his undergraduate degree in English, journalism and economics from Bloomsburg University in Pennsylvania, where he served on the Board of Trustees. He is currently working on his dissertation, "The Rise of African-American Barristers in Philadelphia," as both a Ford Foundation Dissertation Fellow and an American Bar Foundation Professionalism Fellow. In 1991 he was granted the John D. and Catherine T. MacArthur Foundation Award, which included participation in an international legal studies conference. He was also awarded in 1990 an Unsung Hero Award for his role in the Philadelphia

anti-drug movement and was commended in 1989 by Pennsylvania Governor Robert Casey for his design of a state-wide youth development model. The program had an Olympic-like format and sought to encourage children to participate in their communities and to excel academically.

Porter has received numerous other academic awards, including the W.W. Smith Award in 1989 and 1990 and the K. Leroy Irvis Scholarship for Outstanding Academic Achievement

Award in 1984. He was also a University of Pennsylvania Teaching Fellow and Fontaine Fellow. At Pennsylvania, Porter taught introductory sociology courses as well as classes in race relations, the theory and practice of law, and social stratification. This summer he will teach Sociology of Law, which will focus on the *Brown vs. Board of Education* decision. Porter will be busy trying to finish his dissertation, but he said he will also make time to listen to jazz, write poetry and play basketball.

## Parting Thoughts

"The diversity, expertise, and intelligence of the other members made our interaction very stimulating. The camaraderie I experienced with the other fellows was very strong, and very beautiful. I've never experienced anything like it."

Gary Sailes, 1987 Fellow

"I've met some people whom I believe I will stay in touch with the rest of my life."

"My teaching experience was excellent! I *really* did some teaching because of 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."

Terry Kershaw, 1987 Fellow

"Bloomington feels like where I belong, both intellectually and personally."

Carolyn Mitchell, 1990 Fellow

## Beginnings

*Beginnings* is an annual newsletter published by the Minority Faculty Fellowship Program at Indiana University, Bloomington.

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