



# Beginnings

Minority Faculty Fellowship Program  
Indiana University

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## First Words

Carolyn Calloway-Thomas  
Director

In the inaugural issue of *Beginnings*, I wrote that our newsletter provides a unique opportunity to share the hopes and anticipations that beginnings offer. I had a great deal of faith that Indiana University would reach out to new possibilities in the hiring of minority faculty. This year, I am happy to report that a three-year program has been extended into six, a summer fellowship program has grown into a year-long program, and fellowship positions have blossomed into full-time jobs. Through the growth of the program, we are steadfastly and assertively pursuing our commitment to reach outstanding but unrecognized scholars.

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As tangible evidence of this commitment, I am pleased to announce that Gary Sailes, a 1987 Fellow who was invited to join the IU faculty immediately following his fellowship period, has accepted a tenure-track position in the Department of Health and Physical Education here on the Bloomington campus. As his interview in *Beginnings* suggests, Professor Sailes's return confirms and strengthens our mission. In addition, one of this year's

upcoming Fellows, R. Drew Smith, will be participating in the program's academic-year extension as an introduction into a full-time position within the Department of Afro-American Studies. Also, negotiations are currently in process between the School of Business and 1989 Fellow Robert Brookins, and an offer to Millie Commander remains outstanding in the School of Education teaching English as a second language.

Although we are making progress toward the successful execution of our commitment to diversity, our work is far from over. As we enter the beginning of the second phase of the Minority Faculty Fellowship Program, we are faced with new challenges. As our continuing growth validates our position as a leading promoter of the hiring of minority faculty, we can begin to address the issue of how to encourage talented students to explore their interests in diverse fields. We have found that our candidates tend to cluster in certain areas. For example, while African-Americans constituted 75% of the applicants in the social sciences, 85% of the applicants in science and mathematics were Hispanic.



Our overall numbers, however, continue to equalize both ethnically and between genders. Thirty percent of this year's applicants were in the humanities, 27% in the social sciences, 15% in education, 12% in mathematics and the sciences, 9% in the arts, 4% in journalism, 2% in law, and 1% in physical education. Of last year's applicants, 32% were in the humanities, 28% in the social sciences, 19% in education, 11% in science and mathematics, 9% in the arts, and 1% in business. In addition, 60% of this year's applicants were men and 40% were women, compared with the 70-30 ratio of previous years. These statistics encourage us in their increasing diversity and distribution, but also remind us that there is progress yet to be made.

Changes have also been occurring among the program staff. My former assistant, Donna Strickland, has returned to the English Department as a full-time teaching assistant. As I express my appreciation to Donna for her fine work, I would like to welcome my new assistant, Susan Gibson. She hails from Michigan and came to

Bloomington after finishing her BA in English at Alma College. I would also like to announce that Becky Brooke, who is pursuing a master's degree in journalism here at IU, has replaced Vince Gotera as the editor of *Beginnings*. Becky received her undergraduate degree in English from the University of California, Berkeley.

Finally, I would like to share with you one of my achievements, which falls under the heading of things that bear directly upon the program. I have received a Fulbright award to lecture in Communications and History at the University of Liberia, Monrovia during the academic period August 1990 to January 1991. The award will also allow me the opportunity to examine the connections between African and African-American orality, and to complete my book-length manuscript, *What If I Am A Woman: The Rhetoric of Sisterhood and Struggle, 1830-1970*. My short leave from the program, of course, means that someone else, yet to be named, will advance our mission and serve as an excellent representative of the Minority Faculty Fellowship Program.

## A Fellow Returns

### *An Interview with Assistant Professor Gary Sailes*

Gary Sailes was one of eight fellows to participate in Indiana University's Minority Faculty Fellowship Program back in its first year, during the summer of 1987. While an IU fellow, Sailes conducted research for a book he later edited, *Race and Sport: An Anthology*.

After completing his summer fellowship, Sailes returned to the University of Delaware where he was an assistant professor in the College of Physical Education, Athletics, and Recreation. A year later he came back to Bloomington, this time as a permanent member of the IU faculty. He is currently an assistant professor in the Department of Physical Education.

*Beginnings:* What expectations did you have about IU before coming here as a summer fellow in 1987? In what ways did those expectations differ from your actual experiences?

**Sailes:** The program exposed me to things I had never experienced before. The summer I came to IU I had been working at the University of Delaware, which I considered at the time to be a major university. But the challenges weren't there. I needed something bigger. IU is the flagship institution of the state and there's a certain amount of prestige associated with it. I wanted to see if the reputation was deserved.

And it was. I wasn't disappointed. What I was surprised to find when I got here was that the people I met were just "real people." No one was

*“... IU is the flagship institution of the state and there's a certain amount of prestige associated with it.”*

elitist. The people were very warm, very friendly. The faculty support and the student support were both outstanding.

*Beginnings:* In the past you've been involved in minority recruitment programs at the University of Delaware and the University of Illinois at Chicago. What do you see as the main problem facing minority students in higher education today?

**Sailes:** Money. It's that simple. With the budget cutbacks Reagan started and that Bush has continued, getting money to go to school is a major problem for minorities and one that's not going to get any better in the near future.

Right now I'm working on a study on minority student retention at major white universities and I'm finding that the biggest deterrent for minority accessibility to higher education is financial aid. It has little to do with grade point averages or anything like that. Black kids do want to go to college. Unfortunately, only 25 to 30 percent are able to go. And one of the best ways to raise that number is through providing more financial aid.

*Beginnings:* In terms of research, what do you hope to accomplish during the next few years?

**Sailes:** My academic goal is to be the most world-renowned scholar on the black athlete. My colleagues do research that assesses prejudice and discrimination and exploitation in sports. I'm going in a different direction. I'm looking at the cultural dimensions of black sports participation. The impact of poverty. The impact of the male machismo personality. The rewards athletes feel. I'm looking at the playing differentials. In other words, the different ways in which blacks play their sports from whites. I'm not comparing it, so much as I'm explaining why.

The next study I'm planning to do is a comparative one which looks at the cognitive differences in the thinking of black athletes that play for black schools and blacks athletes that play for white schools. I'm going to look at and compare the relationships these athletes have with their coaches and with other players and students. I'll also look at their self-image, GPA, graduation rates, and their social and economic backgrounds.

Actually, all the research that I'll be doing during the next five years or so will go into a book that I'm planning to call "Chasing the Dream: The Story of the Black Athlete."

*Beginnings:* One term that you hear a lot of these days is "role model." Considering the level of success you've achieved, and the fact that you are a member of a minority group, do you see yourself as a role model for African-Americans or other minorities?

**Sailes:** Yes, actually, I do. I'm involved in a program up in Indianapolis called the Flanner House Sports and Education Program. I work with over a hundred inner city kids, ages ten through sixteen, most from impoverished backgrounds. They could see me as a role model. We set an example for these kids and try to prepare them for success. For instance, we brought them on campus last month to show them what campus life is like and to get them interested in college at an early age. We talk about the reasons why they should get good grades, and the greater career opportunities that will be available to them if they get a degree.

I'm also the advisor for the Black Student Union here on campus. I think that's important. I'm one of those individuals who believes that one person can make a difference. I don't believe we can wait for the federal

government or other public agencies to solve the problems of black Americans. A lot of our problems we have to solve ourselves. And that simply means giving back, getting involved. Rolling up your sleeves and going into the inner city and doing something like I'm doing with Flanner House. Getting involved in the NAACP, the Urban League, or whatever it takes.

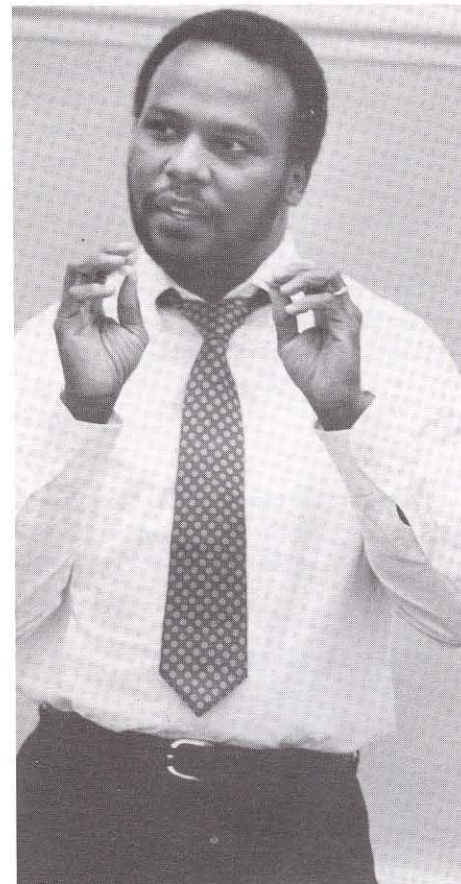
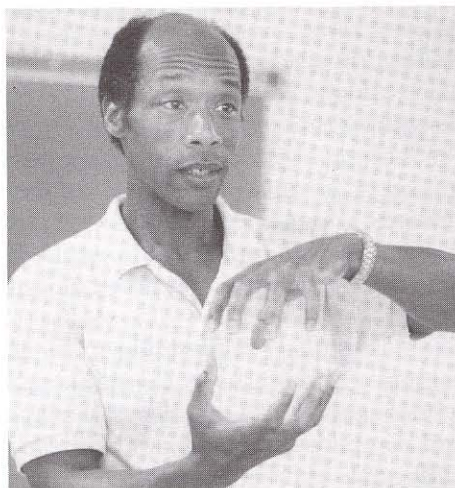
*Beginnings: What advice do you have to offer the 1990 fellows that will help them make the most of their time here at IU?*

**Sailes:** Come and have fun. The campus is beautiful and it's very relaxed here during the summer. IU's a great place to get involved in some good teaching and research. If (the fellows) are true academics, then they're going to love it here. I certainly did. The camaraderie I experienced with the other fellows was very strong, and very beautiful. I've never experienced anything like it before. We had a lot of fun and we've stayed in touch. It was a good opportunity to meet and establish ties with other young scholars who shared my interests.

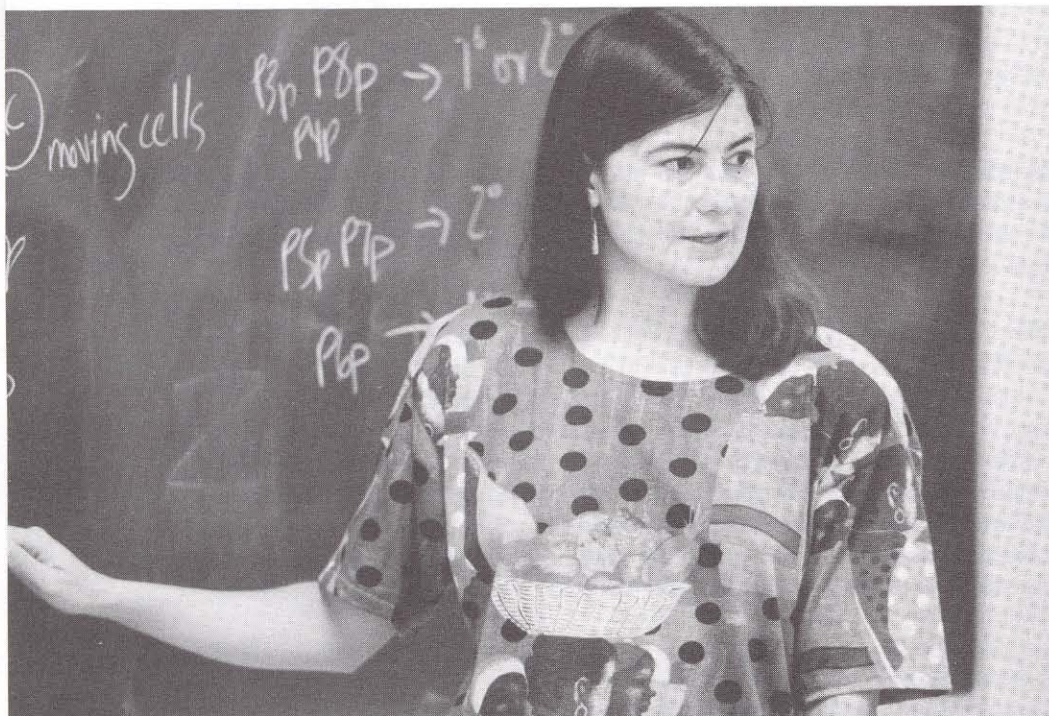
## Class Acts

### Summer 1989 Fellows

Robert Brookins  
Business Law



Cedric Herring  
Afro-American Studies



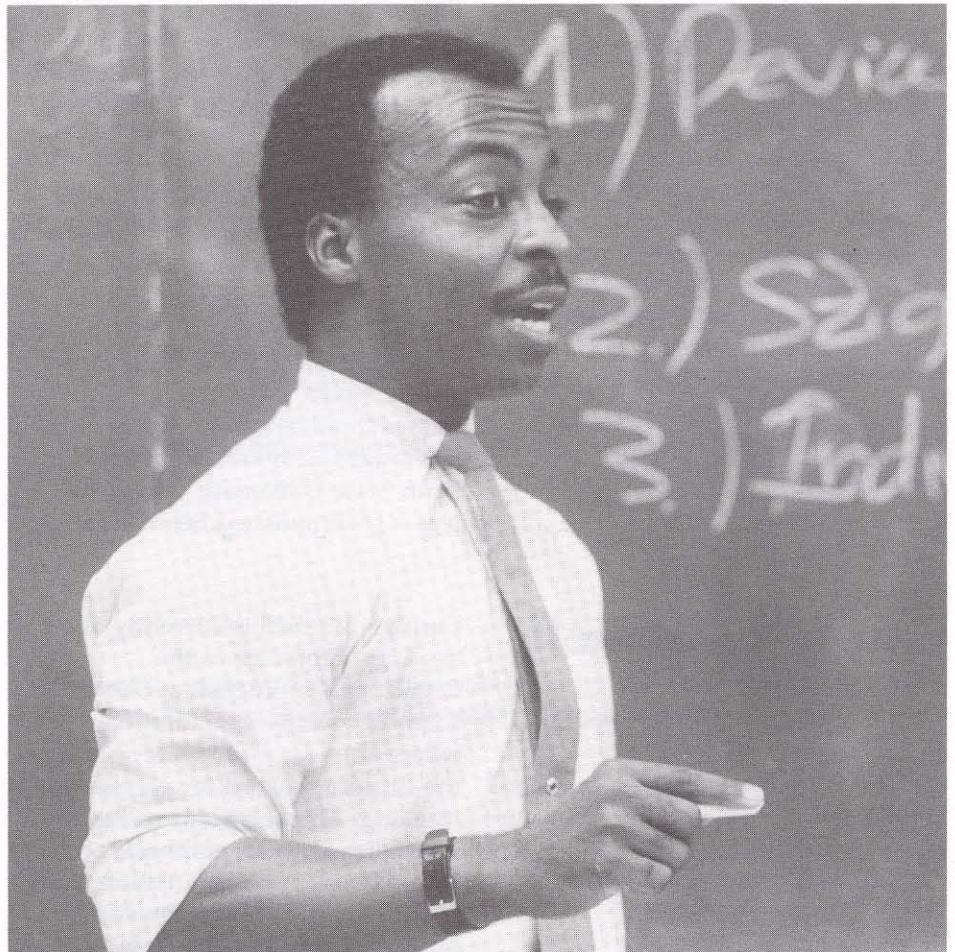
Sonia Santa Anna-Arriola  
Biology



From left to right: Dorothy Figueira, Sonia Santa Anna-Arriola, Robert Aponte, Carolyn Calloway-Thomas, Robert Brookins, Cedric Herring, Donna Strickland, Eric Bailey. Not pictured are Robert Colbert and Roberto Vega.



Dorothy Figueira  
Comparative Literature



Eric Bailey  
Anthropology

# Presenting the 1990 Summer Fellows

K. Rebecca Brooke

## Jacob Matovu

The Minority Faculty Fellowship Program's commitment to diversity is reflected in the academic and personal backgrounds of its 1990 fellows. This year's scholars hail from Arizona, Indiana, New York, Puerto Rico, and Uganda, and study a variety of disciplines, including biology, English, mass communication, political science, and sociolinguistics. One common characteristic the fellows do share is their high level of academic and professional achievement: three are recipients of National Science Foundation Minority Graduate Fellowships, and all have received various honors and awards for their distinguished work as students, researchers, and teachers.

Jacob Matovu lives in Boone, North Carolina, with his wife, Edith, and his two young daughters. He is currently an assistant professor in the department of communication arts at Appalachian State University, where he's taught since 1986.

Matovu received his PhD in mass communications from the University of Iowa in 1984 after completing his dissertation entitled "In Search of Mass Communication Strategies to Facilitate National Unity in Uganda." He received his master's degree from Wheaton College in Illinois in communications and print journalism, and his bachelor's in English, philosophy and religion from the University of East Africa, Uganda.

This summer Matovu will be teaching Journalism 427, "Public Relations in a Democratic Society." He has taught similar courses at Appalachian State, including "Introduction to Public Relations," "Mass Media and Society," and classes in advanced journalism. He has taught additional courses at Penn State University, where he was a Distinguished Scholar in

Residence in the School of Communications last year, as well as at Georgia Southern College in Statesboro, where he was an assistant professor from 1984 to 1986. In addition, Matovu was an adjunct instructor for two years in the School of Journalism and Mass Communication's Saturday and evening program at the University of Iowa.

Originally from Uganda, much of Matovu's research has focused on one of the country's traditional forms of communication, the "Talking Drums." Over the years, Matovu has given presentations at various conferences around the country about his findings regarding Uganda, the talking drums, and their role in the traditional communication of Africa.

He is currently working on a case study of Uganda and the role of the mass media in fostering the country's national unity and development. The study critiques Uganda's modern mass communication system and analyzes functions of some indigenous African systems of communication, including the talking drums.

Michigan State University and Hunter College in New York, respectively.

Mitchell began teaching full-time at Santa Clara in 1979, shortly after completing her PhD. She has taught courses in American literature, Afro-American literature, and 20th-century women's literature. She's also led senior seminars in fiction

## Carolyn Mitchell

Carolyn Mitchell is currently an associate professor in the department of English at Santa Clara University in California, where she was a recent recipient of the Brutocao award for excellence in teaching. Mitchell holds a doctorate in English with an emphasis on 20th-century American fiction from Boston College. She received her MA and BA in English from

by Victorian women authors and another seminar entitled "The Underworld in Ralph Ellison's *Invisible Man*."

In addition to her work at Santa Clara, Mitchell has been a part-time visiting adjunct professor at the Pacific School of Religion in Berkeley since 1985, where she's taught "Spirituality and the Black Tradition." She has also lectured at numerous universities, including UC Berkeley in the department of Afro-American Studies and at both Tufts University and Stanford University in the department of English.

One of her favorite courses she taught at Santa Clara University was one she wrote for students interested in medicine, dentistry and other health-related fields. This summer, she'll offer a version of the class to IU students. Mitchell says the course, Literary Interpretation (L202), will "look at the human side of healing and the way in which today's medical technology can basically recreate life. One of the books we'll be reading is *Frankenstein*, a novel that looks at the human ability to create life in the laboratory." For Mitchell, the book raises interesting questions about various modern-day medical practices, including body reconstruction, plastic surgery, and test-tube fertilization. The second class Mitchell will teach will look at

the 20th-century American novel (L369).

Mitchell has published a number of articles, including "'A Laying on of Hands': Transcending the City in Ntozake Shange's *for colored girls who have considered suicide/when the rainbow is enuf*" and "Henry Dumas and Jean Toomer: One Voice." She has also presented papers at Stanford University, UC Santa Barbara, and The Claremont Colleges.

While on sabbatical in 1988, Mitchell co-wrote the book *Black Mothers to Sons: Juxtaposing African-American Literature and Social Practice* with Dr. Joyce King, also of Santa Clara University. The book explores the relationships between fictional and poetical accounts of raising sons with the actual experiences of mothering.

Mitchell is currently conducting research for a book on spirituality in the fiction of contemporary African-American women writers, a project for which she received a Presidential Research Grant from Santa Clara University. In her free time, Mitchell says she likes to draw and sketch, and "loves prowling around museums and going to the theatre." She also enjoys listening to all types of music (particularly jazz, blues, and African-Latin rhythms) and looks forward to taking advantage of some of the School of Music's summer concerts.

## Nellie Morales

Nellie Morales will be teaching an environmental class through the School of Public and Environmental Affairs this summer. The course, Habitat Analysis II (E400), will examine a variety of aquatic ecosystems using field and laboratory methods to determine environmental quality and ecological processes. It is a course well suited for Morales, whose background is in aquatic biology and ecology.

Morales brings solid experience to her IU teaching position, having worked as an aquatic ecologist

research assistant at Georgia Institute of Technology and as a biological oceanographer research assistant at University of Texas Marine Science Institute. She has also taught biology classes at both the University of Texas and the Georgia Institute of Technology.

Morales is currently finishing her doctoral dissertation in biology at the University of Texas at Austin, where she holds a Patricia Roberts Harris Fellowship. Entitled "Effects of Domestic Sewage Effluents on Fish Populations in the Lower Colorado River," Morales' work will

"contribute substantially to our understanding of the effect of long-term degradation on the environment," according to one of her colleagues at UT. Morales plans on finishing her dissertation this fall.

Originally from Puerto Rico, Morales received her bachelor's of science from the University of Puerto Rico, graduating *magna cum laude* in biology. In 1984, she received her master's (also in biology) from Georgia Institute of Technology, where she was a

National Science Foundation Minority Fellow.

Because there are a variety of reservoirs, ephemeral streams and ponds located near the IU campus, spending the summer in Bloomington will provide Morales with a good opportunity to further pursue her studies of aquatic life. "I'm looking forward to broadening my experiences of northern aquatic and wetland ecosystems," says Morales, whose research experience thus far has primarily been in the tropics and the southern United States.

## Otto Santa Ana

Otto Santa Ana hails from Miami, Arizona, the same town where both his parents were born and raised. The fact that he grew up speaking both Spanish and English helped cultivate Santa Ana's interest in linguistics, his field of study.

This summer, he'll be teaching L520, an introduction to sociolinguistics. He says the class will "discuss the principles of sociolinguistics as applied to issues of language, particularly language change, languages-in-contact, and bilingualism and multilingualism within the speech community."

Otto won't be the first Santa Ana to travel to Bloomington in order to participate in the Minority Faculty Fellowship Program. He learned about IU's program from his sister, Sonia Santa Anna-Arriola, who was a fellow last year in the biology department.

Santa Ana received his bachelor's degree in anthropology and his master's degree in linguistics from the University of Arizona, and is currently a doctoral candidate in linguistics at the University of Pennsylvania. As well as being a University of Pennsylvania Fontaine Fellow for three years, Santa Ana was also a past recipient of a Ford Foundation Doctoral Fellowship and a National Science Foundation Minority Graduate Fellowship.

Santa Ana lives in Philadelphia where he is working on his dissertation, which he plans to finish this December. Entitled "The Life Cycle of an Ethnic Dialect: the Case of Chicano English," Santa Ana's dissertation is the culmination of his fieldwork in California, where he interviewed 160 Spanish- and English-speaking people from three different Los Angeles neighborhoods.

He has taught linguistics at the University of Pennsylvania, and was an English instructor at Beaver College in Glenside, Pennsylvania. He was also an English lecturer at UC Riverside and a research fellow at the University of Pennsylvania. In addition, he spent two years in France where he taught English and American History at the Université de Paris III.

In his free time, Santa Ana enjoys running several miles a day and seeing foreign films. He has lived in a variety of places, including Paris, Mexico City, and parts of California and Arizona. He says he now looks forward to coming to Bloomington and "seeing what the Midwest is all about." Many of Indiana's rural areas and small towns should provide him with a good opportunity to further his linguistic research. Says Santa Ana, "I'm interested in the vernacular speech of people who've grown up and then raised their own kids in a small hometown."



# Drew Smith

Drew Smith received his bachelor's degree in education here at IU in 1979, and will be returning to Bloomington in August as an assistant professor in the Afro-American studies department.

Smith is a political scientist who specializes in comparative politics, religion and politics, and sociology of religion with a focus on Africa and the United States. Next fall, he will be teaching two 400-level courses through the department, "Socio-Political Impact of Black Religion" and "Black Electoral Politics." The courses, Smith says, will explore the "political and religious activity of Blacks and the extent to which either provides meaningful resolution to salient issues facing Black people in America and abroad."

After graduating from IU, Smith received his master's of divinity in theological studies from Yale Divinity School and his master's of philosophy in political science from Yale University. He anticipates completion of his PhD in political science from Yale this May, after acceptance of his doctoral dissertation "A Question of Authority: Protestants in Virginia and the Carolinas and the Tension Between Religion and Politics, 1835-1861."

Throughout his academic career, Smith has been the recipient of numerous honors, including a National Science Foundation Minority Graduate Fellowship, an

American Political Science Association Black Graduate Fellowship, and a Benjamin E. Mays Fellowship.

Smith has been an adjunct professor at New York Theological Seminary where he taught "African and Afro-American Socio-Religious Movements." He is also an ordained Baptist minister with experience in numerous churches in Connecticut, New York, and New Jersey.

While working on his PhD, Smith took a year off to visit Africa, where he served on the executive staff of Operation Crossroads Africa. As a member of the organization, Smith supervised volunteers and coordinated efforts to help various villages with agricultural and health projects. According to his thesis advisor at Yale, "his long experience in the Black church and his study and travels in Africa have played a significant part in his intellectual development," which will in turn contribute to his teaching assignment at IU.

Smith says that in his spare time he enjoys playing jazz and gospel music on the piano, and reading fiction written by authors from developing nations. He currently lives with his wife, Angelique, in Trenton, New Jersey, where he volunteers as a chaplain in various correctional institutions ranging from maximum security prisons to youth detention centers.

## Beginnings

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

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