

Future Faculty *Update*

Indiana University—Bloomington



Office of Strategic Hiring and Support Newsletter



Summer 2005

Strategic Hiring and Support Bids Farewell to Faculty Fellowship Program

The academic year 2004-2005 marked the end of Strategic Hiring and Support's Faculty Fellowship Program (FFP), a pioneering initiative that enabled IUB schools and departments to bring new minority doctorate recipients and ABD's to the university as teachers and researchers during the summer or for an academic year. Unfortunately, increasing demands on IUB schools and departments coupled with recent budgetary constraints have made the process of recruiting and paying a Faculty Fellow impossible for many IUB departments.

The FFP began eighteen years ago in order to help IUB address the challenges of recruiting and retaining faculty of color and senior women faculty, to introduce promising young scholars and university departments to one another, and to improve the number of role models for minority students on campus. Since its inception in 1986, the FFP has welcomed 114 scholars to 36 IUB

schools and departments. Fellows have led courses in fields from political science to higher education, from molecular biology to ethnomusicology. They have hailed from New York to California, from Nebraska to Texas, and have included award-winning authors, nationally-ranked amateur athletes and a Fulbright recipient. The fact that several former fellows currently hold tenured or tenure-track faculty positions at IU attests to the Faculty Fellowship Program's accomplishments.

Although the majority of Faculty Fellows were at IUB for only a couple of months, year after year they commented that the FFP offered them a rare professional development opportunity as young professors and researchers. Many fellows were grateful for the chance to establish professional ties with renowned IUB faculty members and close friendships with one another, and truly appreciated the serenity that permeates Bloomington during the summer months. In the words of one FFP alumnus, "Bloomington feels like where I belong both intellectually and physically."

"The scholars who have participated in the Faculty Fellowship Program have made an enormous contribution to IUB," notes Associate Vice Chancellor Alberto Torchinsky. "Although we have begun to focus our energy on developing new initiatives like the Faculty Mentoring Program and creating partnerships with other universities to better address the challenges of minority faculty recruitment and retention, the Office of Strategic Hiring and Support remains committed to finding ways of bringing IUB departments and young minority scholars together and to helping IUB continue to develop the most dynamic and diverse faculty possible."

To learn more about the Faculty Fellowship Program's history, or if you are a FFP alumnus and would like to share your experiences with the Program, please visit the Office of Strategic Hiring and Support's salute to the Faculty Fellowship Program at <http://www.indiana.edu/~shs/>. ■



Faces of the Faculty Fellowship Program: For eighteen years, the Faculty Fellowship Program brought top minority scholars to IUB as teachers and researchers.

SHS Co-Sponsors Symposium Recognizing Research by Faculty and Students of Color

Last April, the Office of Strategic Hiring and Support co-sponsored IUPUI's annual *Symposium Highlighting the Research of Faculty, Staff and Students of Color* along with IUPUI's Office for Multicultural Professional Development (OMPD) and IUB's Office for Institutional Development and Student Affairs. The day-long symposium was a celebration of the scholarly and creative achievements by IU's community of color, and included more than a dozen poster sessions and research presentations from students and faculty from the Indianapolis and Bloomington campuses.



Professor Mary Howard-Hamilton addresses participants at the IUPUI Symposium

(Photo courtesy of IUPUI Office of Professional Development)

The wide range of participants from the Bloomington campus included professors Mary Howard-Hamilton (Department of Higher Education and Student Affairs) and Edward Delgado-Romero (Department of Educational Psychology), who presented "Burnout

of Faculty of Color"; Latino Studies Professor Antonio de la Cova, who presented "Latinos in the U.S. Civil War"; Department of Allied Health Sciences professors Lucy Lozano and Mary Shaw-Perry, who presented "Teachers' Perceptions of School Climate: Implications for Professional Development"; and doctoral students Carla Morelon and Dwyane Smith from the Department of Educational Leadership and Policy Studies, who presented "The Doctoral Pipeline: Issues of Access."

The annual symposium was established in 2000 by OMPD's former director Dr. Sherrée A. Wilson, who now serves as IUPUI's Special Assistant to the Chancellor.

In response to faculty interest in creating a forum to present faculty and student research, Wilson recruited an advisory committee to organize the annual event and review research proposals. Wilson hopes that the symposium has encouraged students to think about a career in academia, which she says is one way for the university to "grow its own" and potentially increase the number of minority applicants for future faculty positions at IU.

For information about the 2006 Symposium, please contact Natasha Flowers in the Office for Multicultural Professional Development at nflowers@iupui.edu or visit <http://opd.iupui.edu/ompd.indiana.edu>. ■

SHS Former Faculty Fellows—Where Are They Now?

Professor Teresa Satterfield, FFP 1996

Teresa Satterfield, a 1996 Faculty Fellow in IUB's Department of Linguistics, is a tenured faculty member at the University of Michigan in Ann Arbor in the Department of Linguistics and the Department of Romance Languages and Literature. She is also affiliated with the university's Center for the Study of Complex Systems, an interdisciplinary program that promotes the research and education of "nonlinear, dynamic and adaptive systems."

Satterfield's study of bilingualism and languages involves using computer models to understand how people develop language skills. "As a bilingual and a linguist, I've always been interested in questions of bilingualism and language variation. What I'm trying to tap into are

Professor Emmanuel Harris, FFP 1999

Shortly after leaving the Faculty Fellowship Program in 1999, Emmanuel Harris joined DePauw University in Greencastle, Indiana as an Assistant Professor of Spanish. In spring 2005, Harris was granted tenure and promoted to Associate Professor of Modern Languages, Spanish. In addition to teaching language, literature, and cultural courses in Spanish and English, Harris also offers classes in the Black Studies Department and previously served as Chair of the Latin American and Caribbean Studies Program.

Earlier this year, Harris co-led a Winter Term off-campus study project: "Valley of the Sun: the New American Cities." He and his students traveled from Phoenix

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Mentoring Program Reflects Importance of Minority Faculty Retention

Having begun a mentoring relationship with Professor Kathleen Gilbert of the School of HPER's Department of Applied Health Science as an IUB undergraduate, Professor Maresa Murray, who joined the same department as an Assistant Professor last fall, was enthusiastic about formalizing this relationship through the Office of Strategic Hiring and Support's Faculty Mentoring Program.

Launched in January 2004, SHS's Faculty Mentoring Program (FMP) is an effort to retain new faculty members of color at IUB. By pairing new minority faculty with established faculty members, the program helps connect new faculty with the IUB community, acquaint them with the array of professional development resources on campus, and offer guidance as they begin to formulate long-term career plans and navigate the tenure process. The FMP was also created to help alleviate the sense of isolation many minority faculty feel as they acclimate to a new campus, and allow senior faculty members the opportunity for professional self-renewal through mentoring. In the fall, SHS sponsors a reception for potential mentors and mentees to meet, and also hosts formal and informal gatherings throughout the year.

SHS has coordinated a "Brown Bag Lunch Mentoring Series" for the upcoming academic year, which will address relevant issues for new minority faculty—ranging from curriculum development to securing tenure—in an informal and supportive environment. The first Brown Bag discussion, "Applying an Ethnic Lens Across the Curriculum," will be held on September 27th, 2005.

From Murray's perspective, initiatives like the FMP reflect the university's commitment to building an infrastructure that addresses the challenges of retaining minority faculty. She explains, "In my mind, Associate Vice Chancellor Alberto Torchinsky's vision, Dean David Gallahue's vision, as the Dean of the School of HPER, and Dr. Mohammad Torabi's vision, as the Chair of the Department of Applied Health Science, are all in line with not

just the recruitment, but the retention of faculty of color." Murray is grateful for this kind of professional support that extends beyond "getting in the door," and that involves "making sure I stay here, and that I thrive while being here."

If you would like additional information about the Faculty Mentoring Program, please visit <http://www.iu.edu/~shs/fmp.shtml>, or contact us at 812-855-0542 or shs@indiana.edu.



BROWN BAG FACULTY MENTORING SERIES

9/27/05 "Applying an Ethnic Lens Across the Curriculum"

Facilitator: Maresa Murray
Join us @ 12 noon in the
Dogwood Room, IMU

All are welcome to attend!

For a full series schedule, please visit
http://www.iu.edu/~shs/fmp_bb.shtml

Professor Jerry Garcia, FFP 2000

As a 2000 Faculty Fellow in the Latino Studies Program, Jerry Garcia was well prepared to begin a tenure-track position at Iowa State University. From 2000 to 2005, Garcia served as an Assistant Professor of History as well as the director of ISU's U.S. Latina/o Studies Program, teaching courses on U.S. and Mexican immigration, Latino history, migrant labor, and introduction to Latina/o Studies. In fall 2005, Garcia will begin a position with the History Department at Michigan State University, and will be primarily responsible for teaching Chicano and immigration history courses. In addition, Garcia will be affiliated with the Julian Samora Research Institute at MSU, one of the leading think-tanks on Latino issues in the United States.

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Satterfield, continued...

larger questions concerning how humans acquire multiple languages and varieties, and the viability of concepts such as 'monolingualism' or 'dialect.'" Satterfield is also working on the development of a computer simulation to model the linguistic functions of the "bilingual brain."

Satterfield teaches a range of courses, including linguistics courses taught in Spanish. She relies on her students to play an active role in the teaching and learning process and prefers small groups and student discussions and presentations over lecturing. According to Satterfield, this interactive approach enables everyone to appreciate and learn from "the beauty of language (and by extension, linguistics): We all use it, so we all have some insights that can lead to interesting questions and exploration."

When asked about her experience as a Faculty Fellow at IUB, Satterfield recalls, "The FFP was really the bridge that I needed before going onto a tenure track position. I benefited enormously from the environment at Indiana, from my colleagues in linguistics, and from my peers in the program." ■■

Harris, continued...

and Tucson, Arizona, to the Grand Canyon Navajo Reservations, and finally to Nogales, Mexico to investigate the geographic and social impacts of suburbanization and extreme population growth on this region.

Harris's first book, *Malambo*, was recently published by Swan Isle Press, and is an English translation of Afro-Peruvian writer Lucía Charún-Illescas's historical novel about ethnicity, religion, and class in seventeenth-century Peru. Harris's translation of *Malambo* was awarded first

prize by ForeWard Magazine for Best Translation of 2004. Currently, Harris is co-authoring a book tentatively titled, "The Bagman: Herman Mitchell, Professional Caddy for Lee Trevino and Others," which he expects to finish later this year.

Harris describes his courses as "student-centered," and tries to engage students in active discussion by proposing ideas and theories from different perspectives. He commented that he "continues to learn and grow" as a professor from the insights he gained while working with exceptional peers and students as a Faculty Fellow at IUB. ■■

Garcia, continued...

Garcia recently co-edited the book *Memory, Community, and Activism: Mexican Migration and Labor in the Pacific Northwest* (Julian Samora Research Institute in association with Michigan University Press, 2005), and his article "The Measure of a Cock: Mexican Cockfighting, Masculinity, and Culture," was published in the anthology *I AM AZTLAN: The Personal Essay in Chicano Studies* (Chon Noreiga and Wendy Belcher, eds., UCLA Chicano Research Center, 2004). Currently, Garcia is finishing a book focusing on the racialization of Japanese and Mexican labor in the Pacific Northwest between 1900 and 1945.

As a professor, Garcia works to "make history relevant to students' lives by connecting the present with the past." Garcia draws on personal stories, his own history as the son of Mexican immigrants, as well as historical novels like T.C. Boyle's *The Tortilla Curtain* or Victor Villaseñor's epic *Rain of Gold* to engage students in discourse about history, race, power, ethnicity, gender, and immigration. ■■

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