



Beginnings

*Minority Faculty Fellowship Program
Indiana University*

Volume 5, Number 1

Summer 1991

First Words

Carolyn Calloway-Thomas
Director

"...with the support of various departments and schools, we continue to bring to our campus an impressive group of minority scholars."

"Bloomington feels like where I belong both intellectually and personally." These exhilarating words from Carolyn Mitchell, a 1990 Summer Fellow, persuasively convey a sense of the spirit that characterizes Indiana University's commitment to ethnic diversity. Through the Minority Faculty Fellowship Program, and with the support of various departments and schools, we continue to bring to our Bloomington campus an impressive group of minority scholars.

The 1990 Fellowship year was one of great accomplishments in the hiring of Minority Fellows. We are especially pleased to announce that three of the four 1990 Fellows have been accepted into tenure-track positions. Carolyn Mitchell, our Fellow in the English department, accepted her Summer Fellowship as a prelude to her current position as an associate professor with that department. R. Drew Smith, our first academic-year Fellow, is currently serving in the Department of Afro-American Studies jointly as a Minority Fellow and an assistant professor. Profiles on both Mitchell and Smith can be found on the following pages.

The academic-year fellowship category was a new one for us this year, having been inaugurated under the provisions of our 1989 program extension. We are delighted that Professor Smith's appointment has meshed so well with departmental goals. Nellie Morales, last summer's Fellow in the School of Public and Environmental Affairs, was hired after our press deadline, so we look forward to profiling her in next year's issue of *Beginnings*. The fact that each of these fine scholars was under departmental consideration even before their Fellowship tenure is a testament both to their own caliber and to the quality of the Fellowship Program's applicant pool.

In addition, Robert Brookins, a 1989 Fellow, has been hired by the School of Business, and will be reporting to IU's Indianapolis campus. Negotiations are also currently underway between the Department of Speech and Hearing Sciences and their chosen Fellow for the coming summer session, Bonita Dowell.

We are also encouraged by a substantial proportionate increase in applicants for our 1992-93 program. Indications of interest in our program



Carolyn Calloway-Thomas
Director

are up 30 percent over those received by this time last year. We are watching incoming requests with mounting satisfaction, anticipating a record number of applicants for the coming year.

In reviewing our applicant pool from last year's program, we were gratified to notice an increase in the number of applicants from a wider roster of academic institutions. While we continue to have a predominance of candidates from Midwestern schools, we are steadfastly attracting larger numbers of scholars from West Coast and Southern universities. This changing institutional diversity is an encouraging indication of the growing awareness of and interest in our program. While we are energized by the strength of our scholars in the humanities, we continue to search for methods of attracting additional applicants in the sciences and other

fields with lesser representation.

Members of the program staff are also achieving in their fields. Becky Brooke, the editor of *Beginnings*, has received a master's degree in Journalism and is returning to her native California where she hopes to work in publishing. I would like to take this opportunity to thank Becky for her invaluable service. Her exemplary work on the newsletter for the past two years has accomplished much in the way of advertising the program nationwide.

Finally, I would like to extend many thanks to Professor Sheila Walker for her outstanding performance as Acting Director during my Fulbright tenure in Nigeria. Together Professor Walker and my shining assistant, Susan Gibson, have done much to advance our mission.

Two Fellows Return

Carolyn Mitchell and Drew Smith Join IU's Faculty

Carolyn Mitchell was one of three Fellows who participated in the 1990 summer program, while Drew Smith was a Fellow for the academic year, 1990-91. Since completing their Fellowships, both have joined IU's faculty and are now settling down to life in Bloomington.

Carolyn Mitchell comes to IU from northern California's Santa Clara University, where she had taught in the English department since 1979. After growing up in New York City and spending the past 12 years in California, Mitchell says that living in the Midwest is a big change for her—but one that she welcomes.

Though Mitchell enjoyed her time on the West Coast, she says she won't miss the long hours spent in her car, commuting back and forth to work. "I was a typical California Scrooge," she laughs. "All the time I spent on the freeway took away energy I could have spent on something more productive. I never had time just to sit and think. Now, I'm beginning to think holistically again," says Mitchell, who is an associate professor in IU's English department. "Bloomington feels like where I belong, both intellectually and personally."

One of the reasons Mitchell came to IU was because of the academic opportunities available to her here. "I wanted to read and write and think and teach, and Santa Clara was predominantly a teaching institution," she explains. While she loves the classroom experience, Mitchell is looking forward to the chance to do more research. She especially appreciates the opportunity to work with graduate students, something she wasn't able to do at Santa Clara because it is an undergraduate institution.

This past semester, Mitchell taught a graduate course on contemporary Black women writers and another class in 20th-century American literature. This summer, she'll again be teaching American literature, as well as intensive writing.



Carolyn Mitchell
English

Mitchell believes that the most important aspect of teaching is the ability to look at students and "see their full potential, rather than how they appear. Education is really about realizing your potential," she explains. "Once you do that, you can do anything. Not everyone will end up on the concert stage or painting like Picasso, but I truly believe that each human being has his or her own genius. You just have to get to know your students and find out how to help them reach it."

As for research, Mitchell is currently working on a book that explores the theme of spirituality in the fiction of Afro-American authors, including Alice Walker, Toni Morrison and Gloria Naylor. A second project involves learning more about Black critical theory, a topic that has long interested her.

Mitchell received her doctorate from Boston College in English with an emphasis on 20th-century American fiction. She holds a master's degree in English from Michigan State University and a bachelor's, also in English, from Hunter College in New York. She is proud of the fact that this June, her youngest son, Gregory, will be graduating from her old Alma Mater, Hunter College. Her elder son, Edward, is an apprentice chef living in California.

Since moving to Bloomington, Mitchell has been taking watercolor lessons through the student union. She also does yoga, and hopes to resume knitting and needlepoint, two hobbies she seldom had time for while living on the West Coast. Probably her biggest project has been house-hunting. She's searching for an old house with wood floors, a big screened-in front porch and an extra room she can convert into a combination study-art studio. A flower garden in the backyard, she says, would be lovely.

Unlike Mitchell, Drew Smith is no stranger to the Midwest. A Hoosier by birth, Smith attended IU as an undergrad, receiving his bachelor's degree in Education here in 1979. He then moved east, where he received both his master's and doctoral degrees in Political Science from Yale University. Smith also holds a master's of divinity in Theological Studies from Yale Divinity School.

Smith recently joined IU's faculty as an assistant professor in the Department of Afro-American Studies and an adjunct professor in the African Studies program. Before coming to Bloomington, he was an adjunct professor at New York Theological Seminary where he taught a course in Afro-American and African socio-religious movements. In addition, he is an ordained Baptist minister with experience in churches in Connecticut, New York and New Jersey.

After a lengthy absence from Indiana, Smith says he's glad to be back on his old stomping ground in Bloomington, close to friends, family and the neighborhood church he attended while growing up in Indianapolis. He lives in town with his wife, Angelique, who is the Ecumenical liaison for the National Baptist Convention, as well as a doctoral candidate at Princeton Theological Seminary.

Smith says he enjoys his interactions with students and colleagues, and looks forward to a long career at IU. Last semester, he taught two courses. The first, "Political Impact of Black Religion," focused on Afro-American and African religious activity and its effect on political affairs. "Black Electoral Politics" explored Black participation in the formal structures of local, state and federal government arenas.

Smith's interest in politics and religion will again come together this summer when he travels to West Africa to research the crisis response to Liberian



R. Drew Smith
Afro-American Studies

refugees in Sierra Leone. This will not be Smith's first experience in Africa. While working on his PhD, he took a year off to serve on the executive staff of Operation Crossroads Africa. As a member of the organization, he supervised volunteers and coordinated efforts to help various villages with agricultural and health projects.

During this, his fourth visit to Sierra Leone, Smith will spend time at refugee camps and relief centers in order to assess the response to the refugees by a number of non-governmental agencies, including foreign and domestic churches. He will be examining the similarities and differences between the state and church responses to the crisis. In past research he's conducted, Smith says he's found that "the state has proven itself consistently unresponsive to lower-strata blacks in this country and abroad. My contention is that the church not only has to pick up some of the slack, but demand that the state do more."

While living on the East Coast, Smith volunteered as a chaplain in both maximum security prisons and youth detention centers. Now in Indiana, he plans to continue his volunteer work at the Marion County juvenile detention center in Indianapolis. "It's important to maintain a connection with lower-strata black youth because I'm concerned that they are falling outside the reach of conventional involvements like churches, schools and community groups," says Smith. "Unfortunately, the place where they are passing through in large numbers is correctional facilities. We can't neglect these facilities if we want to interact with urban youth and impact their situations."

Summer 1990 Fellows



From left to right: Nellie Morales, Jacob Matovu, Carolyn Calloway-Thomas, Carolyn Mitchell and Susan Gibson.

Presenting the 1991 Summer Fellows

The Minority Faculty Fellowship Program's commitment to diversity is once again reflected in the academic and personal backgrounds of its 1991 Fellows. This year's scholars study a variety of disciplines, including English, mass communication, speech pathology, business and film studies. The Fellows also originate from various geographic locales throughout the United States and abroad, bringing with them experiences and outlooks which will significantly contribute to their teaching assignments here at IU. One common characteristic the Fellows do share is their high level of academic and professional achievement, both as teachers and researchers.

Paula Barnes

Paula Barnes teaches in the English department at Hampton University in Virginia, where she's been an assistant professor since 1987. Before joining Hampton's faculty, she taught at Alabama A&M University and lectured at the University of Michigan. Over the years, Barnes has taught a variety of courses, including Freshman Composition, World Literature, Afro-American Literature, The Bible as Literature and Technical Writing. During the second summer session, she'll be teaching a course on contemporary Black American authors through IU's Afro-American Studies department.

Barnes received her doctorate in English and Education from the University of Michigan in 1988 after completing her dissertation on Toni Morrison and Afro-American Literature. She received her master's, also in English and Education, from Ohio State University in 1975, a year after graduating Magna Cum Laude in English from Oakwood College in Alabama.

One of Barnes' hobbies is collecting Black memorabilia depicting the changing images of Blacks over the years. Her house is filled with prints, books, cookie jars and tins that she's

found at antique stores or flea markets. Her study, appropriately, is decorated with pictures and knick knacks pertaining to education. One painting shows a Black woman reading the Bible to two small boys. Barnes says the picture is her favorite collection piece because it conveys so well a love of teaching.

Barnes began her collection while she was teaching an art, music and literature course at A&M in 1978. One day a student asked her why there weren't more Blacks represented in the works they were studying in class. Barnes says she began looking for examples, eventually finding paintings of Blacks by Rembrandt and Rubens. Copies of these two works became the first pieces of her collection, and now hang on her stairway at home.

During the course of her academic career, Barnes has presented papers at conferences in Chicago, New York (her home state), and Trinidad. Three years ago, she presented to the National Council of Black Studies here in Bloomington. She says she was impressed with the campus then, and is happy to have the opportunity to return to IU this summer as a Fellow.

Dwight Brooks

Dwight Brooks will be coming to IU this summer from another Bloomington—Bloomington, Illinois, where he lives with his 8-year-old daughter and 16-year-old foster daughter. Since 1980, Brooks has taught as an assistant professor at Illinois State University in the communication department. There he's taught a variety of skills and theory courses, including radio production, broadcast management

and mass communication cultural criticism.

For the past four years, Brooks has also been an evening instructor at a women's correctional center, as well as at a maximum-security men's prison. Because neither facility has the extensive library or video resources available in most academic settings, Brooks says he is constantly challenged to come up with

innovative ways to teach the material. As a result, he has developed many successful approaches that he's incorporated into his regular university teaching.

A Pennsylvania native, Brooks received his PhD in Broadcasting and Communication Studies at the University of Iowa, where he recently defended his dissertation, "Consumer Markets and Consumer Magazines: The Culture of Consumption and Black Americans, 1920-1960." He received his master's degree in Mass Communication from Ohio State University in 1979 and his bachelor's in Speech Communication from East Stroudsburg University two years earlier.

This summer, he'll be teaching a telecommunications survey course through the telecommunications department. While at IU, Brooks plans to work on a chapter discussing researching and preparing

speeches for a textbook being put together by Illinois' Department of Communication.

In addition to teaching classes at ISU, Brooks supervised the school's student radio station for four years and currently serves as the academic advisor for mass communications undergraduates. For the past three years, he's worked as the faculty advisor to Circle-K, a campus and community service group. He is also president of the Association of Black Academic Employees, and newsletter editor for the Black Caucus of the Speech Communication Association.

Despite his busy schedule, Brooks finds time to play softball in both the intramural and town leagues. An aggressive shortstop, he'll be bringing his mitt and cleats along with him to Bloomington this summer, in the hopes of finding a team that shares his enthusiasm for the game.

Bonita Dowell

Bonita Dowell was born and raised in Bishopville, South Carolina. After studying and working in Illinois, Dowell returned to Bishopville last year where she currently works as the coordinator of speech and language services for Sumter School District Number Two.

Dowell holds a bachelor's degree in Speech Correction Therapy from Columbia College and a master's in Speech Pathology and Audiology from South Carolina State College, where she was a Patricia L. Harris Fellow. She is currently finishing work on her doctoral dissertation in Speech and Hearing at the University of Illinois. Entitled "A Linguistic Analysis of Developmental Changes in Children's Speech Revisions," Dowell's dissertation is based in part on research she conducted on the cognitive, linguistic and pragmatic skill development of children between the ages of 12 and 48 months.

Besides teaching courses in articulation, phonology and diagnostics while doing her doctoral work at Illinois, Dowell supervised

graduate students helping in the rehabilitation of adults and children with speech and language disorders. That experience, says Dowell, will help her in her work at IU, where she'll be teaching a similar course through the speech and hearing sciences department.

During the course, Dowell will be supervising master's level students, helping them to intervene with parents and their young children who are considered at-risk for developing language problems. Dowell's goal is to train her students so that they in turn can help parents work with their children to prevent speech problems before they develop, thus maximizing the child's potential to grow and learn. The children Dowell and her students will be working with range in age from a few months to three years. In her free time, Dowell enjoys reading Gothic romances and mystery novels. She also loves to travel and has visited cities across the country, including Seattle, New Orleans, Boston and Chicago. She says that she is eager to add Bloomington to her list.

Reginald Shareef

Reginald Shareef was born and raised in Roanoke, Virginia, where he currently resides with his wife, Faye, and their two children, 11-year-old son Malik and 8-year-old daughter Amirah. This summer he'll be teaching a class on IU's Indianapolis campus through the Graduate School of Business' Department of Management.

For the past year, Shareef has taught as an assistant professor in Political Science and Public Administration at Radford University. Before joining the Radford faculty, he was an adjunct professor at Roanoke College.

In 1989, Shareef received his PhD in Public Administration and Policy from Virginia Polytechnic Institute and State University after completing his dissertation, entitled "Assessing Organization Change: Quality of Work Life Changes in the United States Postal Service." He holds a master's in Public Administration from Lynchburg College, as well as a master's in Educational Administration and Supervision from Virginia State University. His bachelor's, also from VSU, is in Business Administration.

Shareef says that the course he'll be teaching will focus on the changing roles of management and workers, as well as the steps management must take to prepare for such changes. Shareef explains that the trend in

business is moving towards more democracy in the workplace. "Traditionally, organizations have operated with the emphasis only on profits. Decisions are handed down from on high and workers are treated like objects," he explains. "But companies are discovering that when people are included in the decision-making process, their job satisfaction increases and they're more productive."

Shareef has published a number of articles on this topic in journals including *Organizational Dynamics* and *Journal of Virginia Education*. While in Bloomington, he'll be completing a manuscript on organization development and planned change for the University of Pennsylvania Press. Shareef derived much of the background for the book from his dissertation, as well as from his own experiences working as a manager for nine years in private industry.

When he's not teaching, Shareef serves on the board of directors for Roanoke's African-American cultural center and acts as a volunteer liaison between inmates and administrators at area prisons. He is also the host and producer of a television talk show on Roanoke's PBS station. Called "As We See It," the show deals with contemporary public and business issues, with past episodes focusing on AIDS, drug use, Islam and racial tensions.

Frank Ukadike

Frank Ukadike lives with his wife, Penelope, in Ann Arbor where he recently joined the faculty of the University of Michigan. He is a lecturer with the department of Afro-American/African studies, as well as film and video studies. This past year he's taught courses in avant garde film, documentary film and third-world cinema.

In 1980, Ukadike received his bachelor's degree in Fine Arts from Croydon College in London. Two years later, after receiving his master's in Film and Telecommunications from the

University of Oregon, he returned to his native Nigeria where he became a lecturer at the University of Ibadan. There he taught courses in radio and television production and film history and analysis, as well as managed the university's student-run TV station.

Since completing his PhD in Cinema Studies at NYU two years ago, Ukadike has worked in a variety of settings. Last summer he taught third-world cinema as a Distinguished Scholar in Residence at Penn State. Prior to that, he was a visiting scholar at San Francisco State University.

This summer, Ukadike will be teaching a survey class of filmatic practices of the third world. The course, which will be offered through the Comparative Literature department, will focus on the commonalities and differences in the modes of production, content and style of films from developing nations such as India, Brazil, Cuba and Senegal. Ukadike will also look at the impact politics has on a nation's cinema, as well as the relationships between the films and the values of the various societies which produce them.

In addition to his academic experience, Ukadike has worked in Nigeria as a graphic artist, doing

layouts for both newspapers and magazines. He has published articles in the *Journal of Film* and *Black Film Review*.

Not surprisingly, Ukadike enjoys seeing movies in his spare time, especially musicals. When he's not in the classroom this summer, he hopes to spend time at the Afro-American film archive on campus. He also plans on compiling an index for the book he's recently completed, *Black African Cinema*, which is scheduled to be published next fall by University of California Press. In addition, Ukadike will be transcribing interview tapes for his second book, *A Questioning Cinema: Conversations with Black African Filmmakers*.

Beginnings

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

Director
Assistant to the Director

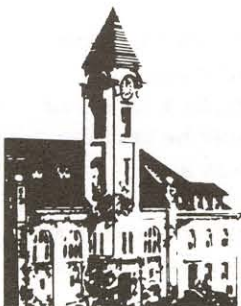
Carolyn Calloway-Thomas
Susan Gibson

Editor

K. Rebecca Brooke

Minority Faculty Fellowship Program
Indiana University
809 East Seventh Street
Bloomington, IN 47405

Nonprofit Organization
U. S. Postage
PAID
Bloomington, Indiana
Permit No. 2



Beginnings