**Diversity Report**

**College of Liberal Arts and Sciences**

**October 2015**

The College of Liberal Arts and Sciences is dedicated to all aspects of diversity and participates in multiple opportunities to promote a campus community that embraces diversity. It is imperative as the administering unit that our departments and programs are accountable in creating an environment that promotes a culture and community indicative of inclusion and diversity, as well as work/life balance. The following information documents various efforts by our departments and programs to promote diversity.

**Diversity Efforts and Initiatives**

Javier Vela has been named the new Equity Advisor for the College of Liberal Arts and Sciences. In his new role, Vela will represent LAS as part of the ISU ADVANCE and Peer Mentoring Programs. He will work with the Dean, college leadership, and faculty and staff on recruiting and retaining diverse faculty, and will serve as counsel on professional issues related to supporting women and minority faculty. Vela will also chair the LAS Diversity Committee to build and sustain an inclusive and supportive climate for all faculty, staff and students. Vela’s diversity efforts include establishing a Project SEED chapter at Iowa State University, which was done in collaboration with chemistry associate professors Emily Smith and Malika Jeffries-EL, and presenting chemical demonstrations and bilingual talks at Science Bound outreach events. In 2014, Vela received the Midwest American Chemical Society (ACS) Stanley Israel Award for Advancing Diversity in the Chemical Sciences, which recognizes individuals that have advanced diversity in the chemical sciences and significantly stimulated or fostered activities that promote inclusiveness within the ACS Midwest region.

The Bridging Opportunities in Leadership and Diversity (BOLD) Learning Community (LC) is a new first-year academic, social and professional success program designed to support the diverse representation and retention of undergraduate multicultural students in the College of LAS. Currently, 35 new first-year students are participating in the program and 28 students serve as peer mentors. Five undergraduate students also serve as Team Leaders, who are responsible for co-facilitating and creating events for the LC. The 2015-2016 school year introduced the creation of LAS 105x and LAS 106x, which are 1.0 credit courses open to BOLD LC students.

AEJMC President Dr. Elizabeth Toth presented the Greenlee School with the 2014 Equity and Diversity Award Thursday, April 9 before the School's Futures Forum. Toth cited Greenlee's many programs, activities and overall commitment to building a diverse community as reasons it was selected for the award. Also, on December 5, 2014, the Greenlee School revised their diversity plan for 2015-2019. This plan sets goals such as diverse student body, diverse faculty, and diverse curriculum.

In the Economics department, Ebby Luvaga is an active voice for ethnic minority and international students on campus. She advises the Kenyan Student Association and added the UAE Students Club last fall. She is also a strong advocate and resource person for the department and college on issues pertaining to diversity and working with international and ethnic minority students.  In the same department, Sergio Lence performed work in Ghana in May under a public-private partnership involving ISU and Chemonics, sponsored by a USAid Feed the Future grant.

Cathy Kling was an invited speaker for an ADVANCE seminar and roundtable discussion at Texas A&M. This program was similar to the ADVANCE program funded by NSF at Iowa State. Amy Brandau coordinates an International Mentoring Grant program that was given to the Economics Department to create mentoring between undergraduate international students and domestic students.

In the Roy J. Carver Department of Biochemistry, Biophysics & Molecular Biology, Associate Professors Dr. Gustavo MacIntosh and Dr. Linda Ambrosio have been very active in trying to increase the visibility of the department and Iowa State University at a variety of national events that are specifically geared towards under-represented groups in STEM, to recruit students. Dr. MacIntosh has coordinated an Iowa State Recruitment booth at the Annual Meeting of the Society for the Advancement of Chicanos, Latinos and Native Americans in Science (SACNAS) for several years, where he has been able to connect with a large number of students. This activity has resulted in an increase of URM applications to our graduate programs, and several of these students are currently enrolled in ISU graduate programs.

The Anthropology department is bringing Joseph Firecrow, a well-known Native American flute player, to campus in early November for an event open to all. American Indian Studies is increasing their involvement with Native American communities including the Meskwaki Nation in Iowa. Faculty are continuing their research on and collaborations with Native communities - from Ho Chunk in Wisconsin to Pueblo communities in the Southwest and Fort Berthold in North Dakota and Northern Cheyenne in Montana.

In the department of Ecology, Evolution & Organismal Biology, Tracy Heath was the co-organizer in June, 2015, of a Society of Systematic Biologists (SSB) Symposium at Evolution (in Brazil) titled: "Breaking Barriers: Empirical, Theoretical, and Gender Issues in Phylogenetics.” This was intended to highlight the excellent work by women in SSB and included a panel discussion about how to make our society more inclusive. Ph.D. candidate Casey Judge was recently elected as Chair Elect of the Women in Wetlands section of the Society of Wetland Scientists. She will progress through a three year cycle of positions, with a year as chair elect, then chair, and finally a year as past chair. Dean Adams taught two international workshops in geometric morphometrics (one in Canada, and one in Portugal), which trained 39 researchers from six different countries. Finally, Matt Hufford secured a NSF grant from the "Catalyzing New International Collaborations" program (2014-2016) to help establish what he hopes will be a long-term collaboration between ISU and other US institutions and the National Center of Genomics for Biodiversity (LANGEBIO) in Mexico.

The Department of Computer Science has created a new departmental committee, the Diversity Committee, whose mission, in addition to organizing the yearly trip to the Grace Hopper Conference (targeted at women in computer science), includes "increasing the diversity of students in Computer Science by increasing the number of female and underrepresented minority students.” Its activities include working with the outreach committee to recruit female and underrepresented minority students into the computer science program, and working with the retention committee to create support networks for such students.

In the Philosophy and Religious Studies department, Margaret Holmgren is developing a course on Buddhism that will be offered for the first time this coming spring. Elanor Taylor received a CEAH Grant to work on Groups and Oppression, where she investigates the metaphysical implications for one group oppressing another group. Kate Padgett Walsh co-hosted a national symposium on Ethics of Debt which addressed, among other things, student debt and debt of the underprivileged.

In the Chemistry department, Arthur Winter and his group rolled out a “Chats with Eminent Female Scientists Initiative,” a series of web-delivered video interviews with distinguished female scientists. The purpose of this initiative is to lift the veil on how scientific knowledge is generated much earlier in students’ academic careers and to provide role models at a time when many female undergraduates are deciding what career to pursue. The broader impact of this effort is that the video interviews are posted online where they will be accessible worldwide to anyone with an Internet connection, providing numerous personal testimonies of successful female role models in tenured or tenure-track academic positions.

The English department was one of the sponsors of Poet Xavier Cavazos recent poetry reading at the Brunnier Museum. The department also co-sponsored The Day of Remembrance event which dealt with Japanese internment camps. Chinese-American writer Ava Chin, who spoke in the lecture series in April, was invited, as well. The Intensive English and Orientation Program continuously develops partnerships with international educational institutions to bring teachers and students to ISU for short courses or longer term enrollment. This year, they were awarded a grant to bring students to campus from Mexico.

Robert Mazur, Professor of Sociology, leads a large multidisciplinary 5-year research project that contributes to realization of the ‘sustainable intensification’ effort in Africa by the U.S. Agency for International Development to address problems of global food security. ISU’s partner institutions are Uganda’s Makerere University and National Agricultural Research Laboratory, Mozambique’s Institution of Agricultural Research, the University of Illinois, and the University of Hawaii. The project includes training graduate students at ISU from Iowa, Uganda and Mozambique. Prof. Mazur recently presented project research results at: (1) the ‘Global Grain Legume Researchers Meeting’ in Athens, Greece; (2) the international conference on ‘Land Governance for Equitable and Sustainable Development’ in Utrecht, the Netherlands; and (3) the ‘2nd Global Food Security Conference’ in Ithaca, New York.

The Political Science department sponsored presentations by Tom Tweeten (“The Role of Intelligence in American Foreign Policy,” based on his extensive experience in Africa, Asia, and the Middle East), Michelle Alexander (“The New Jim Crow: Mass Incarceration in the Age of Colorblindness”), General (Retired) Wesley Clark (“Don’t Wait for the Next War,” based on his background with conflict in Kosovo, Bosnia, and Iraq), and Patricia Beneke (“United Nations Call to Action on Climate Change,” based on her role directing the United Nations Environment Programme’s Regional Office for North America). Mack Shelley is co-PI on a National Science Foundation grant (EAGER: Understanding and Strengthening STEM Faculty Engagement, the Institutional Environment and Transformative Research) focused on the effect of gender, rank, STEM/non-STEM disciplinary area, and environmental circumstances such as career/life balance on faculty satisfaction and retention; an NSF-sponsored conference featuring research results was presented in Evanston, Illinois. Dr. Shelley also serves as Director of the Iowa Family Impact Seminars, which presented an invited speaker and panel discussion for state legislators and others on the topic of policy options to address the consequences of toxic stress in families.

Dr. Cameron Beatty, lecturer and coordinator of the Leadership Studies Program for the Carrie Chapman Catt Center, presented his research on “Exploring How Students of Color Develop a Leadership Identity at a Selective Liberal Arts College” at the International Leadership Association conference in Barcelona, Spain, in October 2015. He also contributed a book chapter titled "Latin@ Student Organizations as Pathways to Leadership Development” for a book, “Latina/o College Student Leadership: Emerging Theory, Promising Practice,” to be published in October 2016.

Geology and Atmospheric Sciences (GeAt) Chair Bill Simpkins was named to the Geological Society of America’s (GSA) Diversity Task Force. The charges of the Task Force were to evaluate the status of diversity-related policies in GSA and to create a timely response mechanism for GSA leadership to use in situations where actions by governments or individuals could be perceived as impediments to the Society’s position on diversity and to LBGTQ access to meetings. Bill Simpkins and Senior Lecturer David Flory participated as LAS Faculty Roundtable members for the Academic Program for Excellence (APEX) in June 2015 led by LAS Multicultural Liaison Officer Der Vang. Andrea Rider (Geology) and Marie Matos (Meteorology) were also selected to serve as peer mentors for the BOLD Learning Community.

The Department of Psychology (in conjunction with other co-sponsors on campus) brought in

Dr. Melba Vasquez, Past-President of the American Psychological Association, to offer a university-wide talk on the research surrounding the psychology of immigration, as well as to offer special consultation forums for the Staff Psychologists at the ISU University Counseling Service and the faculty and students in the Department of Psychology. The Department of Psychology offered a department-wide in-service training day for faculty and students as well as Staff Psychologists at the ISU University Counseling Service, on building awareness and deconstructing biases surrounding social class and socio-economic status. The issues addressed concerned research, clinical and social justice elements of psychology. Dr. Christian Meissner, the faculty supervisor of the Department of Psychology multi-section course PSYCH 131 (Academic Learning Skills Seminar), which is administered in partnership with the ISU Academic Success Center, has instituted a required ‘diversity workshop’ for all staff and instructors associated with the course, to ensure that the students in the course encounter a welcoming and affirming educational environment.

In the wake of the racial and physical assault suffered by ISU Latino/a students staging a peaceful and silent protest against racism at the 2015 Cy-Hawk game, the Department of Psychology, under the guidance of Department Chair Dr. Carolyn Cutrona, has instituted a series of planning and strategy meetings with faculty and students in the department. These meetings are geared toward promoting a clear emphasis and respect for all human diversity in all department curricula, pedagogy, and professional interactions among staff, faculty and students. They also joined the Greenlee School of Journalism and Communication and other university units in declaring clearly and publicly, via signage throughout Lagomarcino Hall, that the Department of Psychology and its environs are welcoming of all forms of human cultural diversity and a general cultural safe zone so students feel supported in raising any concerns or growth edges they might perceive necessary.