Progress towards achieving Faculty Diversity

Hiring: Five candidates interviewed
- Sri Lankan male green card holder (1)
- Russian female (2)
- Bulgarian male (3)
- German male (4)
- US female (5)

Job offered first to number 2, she declined, then to number 1, still in negotiation (Gaya Amarasinghe)

Any other notable efforts to improve college, department and/or unit climate for diversity
- One of our faculty members, Linda Amborsio (COA, but teaching a course taken by many LAS majors, Gen 411, Molecular Genetics) has made a point of including in her power point lecture photographs of the scientists who made important discoveries pertinent to that day's lecture. Linda includes photos of women, minority, and international scientists at every opportunity. The intent is to demonstrate to the students that major scientific discoveries are made by all kinds of people in addition to caucasian males, and hopefully to inspire the thought that anyone can succeed in this field regardless of gender, race, and nationality.

Department of Chemistry (Submitted by Jacob Petrich, Chair)

Progress towards achieving faculty diversity
- Our hire of Emily Smith and Theresa Windus last year was a crucial step in this regard. Of chemistry’s 26.5 FTE tenured and tenure-track faculty, 6 (23%) are women. This may be the best percentage of any chemistry department in the nation.
- This year we were very interested in hiring one individual as an assistant professor in organic chemistry. As a Hispanic, an African American, and a
woman, she would have greatly enriched ISU’s diversity pool. The quality of institutions from which she received her degrees is excellent: B.S., Harvard; Ph.D., Stanford; postdoc, MIT. Her first interview was not overly impressive, but we believed she had sufficient potential to merit a second visit. Before her second visit, several of our faculty members, including George Kraus, provided her with information about particular funding opportunities that were unique to ISU, in particular the bioeconomy and the Center for Catalysis. It was hoped that Espino would come prepared to discuss how she could participate in these projects. To our disappointment, she merely repeated verbatim the ideas she presented during her first visit. Consequently we decided not to continue.

Department of Economics (Submitted by Arne Hallam, Chair)

New curricular contributions to diversity
- Two of our faculty members Jinhua Zhao and Joydeep Bhattacharya received an internal ISU grant to develop a course of the economies of India and China, how they fit in the global economy, the impact of immigration from these countries on US labor markets, and cultural diversity in the US, the importance of outsourcing as a means of trade in the service sector, and potential linkages between these countries and the rest of the world in the decade ahead. This was an innovative effort to provide information to students on a part of the world with which most of them are not familiar and about which they have many misconceptions.
- Economics sponsored a symposium and seminar in April entitled "Rewards and Challenges: Career development for women in academics and industry". A number of women professors and scientists on campus participated, including Betsy Hoffman, Dawn Bratsch-Prince, Diane Birt and others. Individuals from industry and a female economist from Montana State (Wendy Stock) whose research specialty is female labor force participation also were presenters. This was followed by a seminar by Dr. Stock. We advertised this widely among graduate students to help provide them with more information about being a female in the professional labor force. July Strand, our superb Coordinator of Graduate Studies wrote a grant proposal to fund this and arranged for the speakers participation.
- Economics sponsored a symposium last year with a slightly different format that was extremely successful.
Enhancing Diversity and Mentoring

EEOB is exceptionally active in its efforts to mentor and train the next generation of scientists. Our myriad activities are not easily captured in a simple listing, so I emphasize here the most important point, namely, that we have inculcated a culture where diversity is valued and openly discussed whenever relevant. To convey some perspective on the breadth of our activities in this arena, I offer the examples listed below, alphabetically by faculty member.

Dean Adams
- 2/3 of his graduate students are women as are all undergraduate researchers
- He did educational outreach with Cornell College to train 2 women
- Hosted female sabbatical visitor
- Female undergraduate completed honor's research thesis in lab
- Current undergraduate researcher in lab is a female from a minority group
- Trained ethnic minority faculty in lab

Bonnie Bowen
- Co-PI and now Director of the NSF funded ADVANCE grant for institutional transformation ($3.3 million).
- Helped host a national expert on issues of women and minorities in the academy (Carolyn Sotello, Viernes Turner), as well as a retreat for women faculty.
- Led a focus group at the ISU Women STEM Faculty retreat.
- Hosted speakers for meals, picked speakers up at airport, etc. for our Women in Biological Sciences symposium.

Anne Bronikowski
- Served as a mentor for 1 minority and 1 non-minority female student through the Program for Women in Science and Engineering (Summers 2005, 2006), one via an NSF REU supplement
- Employed two female minority undergraduates in research positions
- Employed one non-minority female and two male undergraduates
- Supported four undergraduates (one is mentioned above) at field biological research in Lassen County CA
- Recruited a minority graduate student that began fall, 2006 in EEB.

Jim Colbert
- Served on the LAS Diversity Committee
- Led the Biology Scholarship Committee in the development of an incoming student scholarship with a preference for members of underrepresented groups
- Meeting with prospective students who have been offered Carver Scholarships
• Exploring the possibility of a more active involvement in "Science Bound", a Des Moines public school district focused on encouraging minority students to attend college and major in science
• Participating in the College Ag "Visiting Professors" program by giving presentations at High Schools around the state
• Giving presentation on issues facing Iowa rivers and streams to various local groups
• Mentor for the George Knaphus College Teaching Fellowship, which focuses on providing graduate students with indepth teaching experience
• "Senior Partner" for junior faculty participating in the CELT Teaching Partners program

Brent Danielson
• Serve on COA and LAS diversity committees
• Accepted an American of Peruvian decent as a PhD student
• Work with a Serbian national as an MS student

Diane Debinski
• Co-PI on NSF funded ADVANCE grant for institutional transformation ($3.3 million). The ADVANCE program supports institutional change to promote gender equity in STEM (Science, Technology, Engineering and Math) fields. NSF ADVANCE grants are designed to encourage research and program development at the institutional level that will change "policies and practices" in ways that support the recruitment, promotion, and retention of women scientists.
• Served on the Provosts Task Force on Part-Time Tenure. Helped write a document proposing a new University level policy for part-time tenure track appointments. This policy was taken to the faculty Senate and voted on affirmatively. The policy became effective in spring 2006.
• Taught BIOL307, Women in Science & Engineering with Dr. Eugenia Farrar.
• Initiated as an Affiliate Faculty Member Women’s Studies Program
• ISU Faculty Spring Conference-participant in Campus Climate, Work Life Balance, and Betterment workshops. April 1-2, 2005
• Hosted one Ames high school student to "job shadow" me for a day.
• Mentored four female undergraduates (two in the COA "Science with Practice" program).
• Served as faculty advisor for one female undergrad independent study project on biodiversity in the Greater Yellowstone Ecosystem.
• Serve as major advisor for several female graduate students
• Serve as a faculty mentor for female graduate student in Preparing Future Faculty program

John Downing
• Employed two minority staff members (Asian & Hispanic).
• Five of nine P&S staff are women.
• 75% of his grad students are women.
• 13 of his 23 summer student hires over the past 2 years were women.

Donald Farrar
• 2/3 of graduate students are women
• Employed female undergraduate in lab

Eugenia Farrar
• Taught a course entitled *Women in Science and Engineering* (Biology/Women's Studies 307) with Diane Debinski.

F. Janzen
• Served as mentor for three students (one of whom was a minority [Yadira Ortiz]) through the Program for Women in Science and Engineering
• Mentored four other undergraduate women (one of whom was a minority [Tempy Sims]) and one minority male (Angel Leon) doing biology research in the lab or in the field
• Mentored four women Ph.D. students doing biology research in the lab
• Hosted a female Ph.D. student from the University of Texas-Austin to conduct lab research and a female M.S. student from South Dakota State University to conduct field research
• Five of the women students in his lab (one Ph.D. and four undergraduate) presented papers on their research at the annual meeting of the Society for Integrative and Comparative Biology
• Mentored an Australian postdoc who has since obtained a scientific position in Australia
• Served as one of the ISU delegates to the Organization for Tropical Studies
• Served on the COA Undergraduate Student Recruitment Committee
• Participated as a panelist in Biology 307 (Women in Science and Engineering) on juggling family and career responsibilities
• Presented an educational, hands-on program on turtle biology to 2nd-graders at St. Cecilia School in Ames
• Presented a public program on Iowa turtles to the Big Bluestem Audubon Society in Ames
• Presented an educational, hands-on program on midwestern turtles and snakes to the public at the Thomson Causeway Recreation Area near Clinton, IA
• Recruited a minority graduate student that began fall, 2006 in EEB (with F. Bronikowski).
• Will be EEOB ADVANCE Professor for new ADVANCE program (See Bowen and Debinski entries for details)

Adah Leshem-Ackerman
• Recruited African-American undergraduate from Albany State University (Historically Black University) to participate in the molecular biology 2005 summer REU program. The student worked in Dr. Jonathan Wendel's lab for 10 weeks.
Over the past three academic years recruited a total of 35 high school students to work on research projects in various laboratories at ISU. This is part of a new partnership to promote science education between Ames High School and ISU. Of the 26 students 14 are female, 3 Hispanic and one African American. Students have worked in the following departments: EEOB, GCDB, Plant Pathology, Agronomy, Animal Science and Horticulture.

For the past three summers 25 middle and high school life science teachers have participated in a seven week summer research internship program at ISU. Of the 25 teachers 6 are female and at least 10 work in schools that have a relatively high percent of minority students (in Iowa) or have a high percent of students who receive free lunch (a sign of low income). During the summer of 2006 an additional 15 teachers will participate in this program. Included in this cohort of teachers are 6 pre-service teachers and 6 are female. The teachers have worked in the following departments: EEOB, GCDB, Plant Pathology, Agronomy, and Horticulture.

Invited to coordinate in "Partnerships for Research and Education in Plants" (PREP) in Iowa high schools. This is an NSF and NIH funded program to disseminate research projects on arabidopsis plants to high schools in Iowa. ISU plant scientists will be involved in this outreach program and students will learn important elements in the study of genetics using an inquiry based approach.

Coordinating the molecular biology REU program for summer 2006 - selected 3 African-American, 2 Hispanic and 8 women out of a total of 13 undergraduates to participate in this program

Kirk Moloney
- Advising a Native-American graduate student

John Nason
- Supported a total of 6 undergraduate student researchers in his lab, 3 of which were female
- Major Advisor or Co-Major Advisor of 7 graduate students. Of these, 4 have been female; 2 have been members of a minority group
- Served on the Thesis Committees of 36 graduate students, more than half of which have been female
- Hosted a female postdoctoral visitor from Korea for one year (2004-5)
- In past 3 years (2004-2006) has been co-author on a total of 10 papers on which a female graduate student or postdoc was lead author
- Served as faculty mentor of international postdoc (Korea) in Preparing Future Faculty Program
- In Spring 2007 and 2008, offering Biology 394 International Study Abroad courses in which a total of 16 ISU undergraduates will be exposed to cultural and field research experiences in Mexico. The 8 students enrolled for 2007 include 6 females and 1 African-American Male
Barbara Pleasants
- Taught a course on the Holocaust (LAS 385; 2 sections in fall, 1 in spring, total enrollment about 75 students); meets the international diversity requirement.
- Gave lectures on Judaism to 2 sections of religious studies classes, fall 2005
- Will go to the Ames High School this spring to speak to Honors English classes about the Holocaust.
- Serves on Jewish Studies Committee (LAS)

Stephen Proulx
- Developed the Mathematical Biology Seminar Series. (Note: Women have been traditionally underrepresented in the mathematical sciences and this seminar series will regularly feature women speakers). This term he hosted Claudia Neuhauser as a speaker.

Jim Raich
- Served on the M.S. committee of a Costa Rican student in Natural Resources at Universidad Estatal a Distancia in Costa Rica.
- Served as ISU delegate to OTS (the Organization for Tropical Studies), and as a member of the OTS Nominations Committee.
- Supported a total of eight undergraduate students in my laboratory for various lengths of time, including one Asian and one African student. Females comprised 50% of these students.
- Served as an external adjudicator for a Ph.D. dissertation written at Manonmaniam Sundaranar University, Tirunelveli, Tamil Nadu, India
- Served as a major advisor for a Hispanic M.S. student.
- Served as a mentor for a new Asian Ph.D. student.

Nicole Valenzuela
- Hosting a minority student from Hofstra University.
- Serve as POS committee member a minority student and another female student at Hofstra.
- Recruited two women minority students as graduate students.
- Recruited a minority female postdoctoral research fellow in the laboratory.
- Gave two lectures for the Women in Science and Engineering program "Taking the Road Less Traveled" Career Conference April 6th at ISU.
- Participated as a mentor for minority undergraduate students during the Evolution meetings at Stony Brook, NY as part of the Diversity at SSE/SSB 2006 program.
- Mentoring UMEB students in my lab, as well as minority students from Benedict College (SC), as part of the NSF-sponsored AGEP (Alliance for Graduate Education and Professoriate) summer program at ISU. Gave a workshop for the AGEP program at ISU during the Summer 06.
- Serve as major advisor for women and/or minority students: undergraduate honors (1), Masters student (1), PhD student (1), and Postdoctoral student (1) and coadvise another female Ph.D. student
• Mentored an International Postdoctoral student and two women undergraduate students doing research, one of whom is also a minority.
• Participated in the PWSE at ISU as panelist, symposium invited speaker, and as host for summer interns (2).
• Participated in the George Washington Carver summer intern program as speaker.

Carol Vleck
• Recruited a female undergraduate (B. Parsons) to carry out independent research in lab.
• Authored a paper with a female undergraduate student
• Works with 3 female graduate student (one from Argentina)
• Attended 2-day workshop at U. of Wisconsin on Achieving Diversity in STEM Disciplines sponsored by Center for Integration of Research, Teaching and Learning - reported on workshop to the Provost's Office

Jonathan Wendel
• Served as mentor in the Program for Women in Science and Engineering
• Developed a collaborative research proposal with African-American scientist at Bowie State University in Maryland and secured NSF funding for a joint research project
• Served on Campus Climate Implementation Committee
• Maintained a 50% female graduate student population in the Department
• Hosted two African-American graduate students in research lab last summer, as well as one REU minority undergraduate
• Volunteered to be one of the Departments involved in the NSF Advance Program

Department of Geological and Atmospheric Sciences (Submitted by Carl Jacobson, Chair)

Success stories in Student Recruitment and Retention

Table 1. Percentages of women in GEAT degree programs. Because our programs are relatively small, we provide five-year averages. National comparison data come from a variety of sources and cover several times spans.

<table>
<thead>
<tr>
<th></th>
<th>GEAT 2001-2005</th>
<th>National</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Geology/Earth Sci</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>40%</td>
<td>40% (2001)</td>
</tr>
<tr>
<td>Graduate</td>
<td>46%</td>
<td>39% (2001-2003)</td>
</tr>
<tr>
<td><strong>Meteorology</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Undergraduate</td>
<td>37%</td>
<td>36% (2001-2003)</td>
</tr>
<tr>
<td>Graduate</td>
<td>36%</td>
<td>32% (2001-2003)</td>
</tr>
</tbody>
</table>
• Above is a table showing the percentage of women in geology/meteorology graduate/undergraduate degree programs. Note that we are at or above the national averages in all categories. This is particularly significant at the undergraduate level considering that the percentage of female undergraduates at ISU as a whole is well below the national average.

Innovation/success stories in faculty recruitment and retention

• The attempt to hire Carolyn Ruppel as a spousal accommodation was a good faith effort at all levels to hire an outstanding female candidate. I think it's fair to say the attempt was innovative; unfortunately, it was not successful.

Profile of faculty recruitment (diversity among position finalists and those offered jobs)

• For our hydrology search of S06 we hired a female candidate (Kristie Franz) from a pool of 66 applicants that likely included no more than 3 females.

Details: Of the 66 applicants, we can say that there are only three confirmed females (it's hard to tell with some of the names). The search committee requested letters for 28 of the candidates, including two of the three women. The committee then presented the faculty as a whole with a top 10 list that included the two aforementioned females. Kristie Franz, was brought in for an interview and hired. The other woman was not interviewed because her vita and experiences were perceived as showing less ability to bridge between geology and meteorology than the other candidates; i.e., her educational background was more as a traditional geologist than a hydrologist).

Greenlee School (Submitted by Michael Bugeja, Director)

Progress towards achieving faculty diversity

• Hired Daniela Dimitrova via Provost/LAS money for partner accommodation.
• Hired two assistant professors, one man/one woman, of Asian-Pacific heritage.
• Worked with senior faculty to help ensure that key positions are held by a balance of men and women, including Associate Director Jane Peterson, Director of Graduate Studies Lulu Rodriguez, P&T Chair Barbara Mack, and Curriculum chair Marcia Prior-Miller.
• Submitted to LAS/Provost’s office two successful partner accommodations hiring a woman (Lauren Monohan) in partnership with sociology and a Latino (David Saldana) in partnership with philosophy.
• Hired two women (Lindsay Gilbert and Kim McDonough) for academic advising and internships and one member of an underrepresented group (Sheng Ly) for our Reading Room.
• Retained Daniela Dimitrova again after another journalism school at a research institution tried unsuccessfully to lure her away with a promotion and higher salary. Note: This was accomplished with no retention offer.
• Developed a retention and accommodation policy vetted through the Dean’s Office.
• Brought in guest instructors:
  o Justice Hill (senior writer, Major League Baseball, who taught classes for a week).
  o Secured a Big 12 Grant to bring in Mercedes Lynn de Uriarte, a diversity in media scholar from the University of Texas.

  (Hill, an African-American, and de Uriarte, a Latina, instructed students on diversity in sports and in media, respectively.)

______________________________________________________________
Department of Mathematics (Submitted by Justin Peters, Chair)

Student Recruitment and retention
• We continue to actively recruit minority graduate students. Math can be a particularly difficult area to recruit students to participate in. I participate in the NSF grant, Alliance for the production of Ph.D.’s in the mathematical sciences. In April I am leaving for Tallahassee with Dean Isaacson to participate in the annual Alliance meeting.

Any other notable efforts to improve college, department and/or unit climate for diversity
• Jonathan Farley gave a colloquium in the Math department (Maximal Sublattices of Finite Distributive Lattices: A Problem from the 1984 Banff Conference on Graphs and Order). He also interacted with faculty and graduate students when he was here. His colloquium was very well attended; and a reception was held for him. He was also the ML King speaker, part of the university lecture series.

______________________________________________________________
Department of Music (Submitted by Michael Golemo, Chair)

Curricular Contributions to Diversity:
• Twice per semester, we present a "diversity" concert/presentation for all of our music students. This could be anything from steel drums and the music of Trinidad, to the music of Ireland, to music of the Congo, to the music of East India.
• Each music major is required to submit a review of this presentation to their applied professor. This is also a requirement as per our music accreditation association (NASM).

Progress towards achieving faculty diversity
• With our recent clarinet hire (a one-year lecturer), 3 of our 4 finalists were female -- and we have hired Anne Watson (female) for the position.

Department of Philosophy & Religious Studies (Submitted by Tony Smith, Chair)

Success stories in student recruitment and retention
• At the LAS multicultural achievement awards we had only one major recognized. This is an area where we clearly could and should do better.
• 19% of philosophy majors are female (16 out of 81). In Religious Studies the figure is 12% (4 out of 32). These numbers seem low.

Innovation/success stories in faculty recruitment and retention
• Our new hire in Religious Studies, Hong Qu, will improve both gender diversity and international diversity on campus. As a specialist in the study of Muslim women in Asia, she will also further gender diversity and international diversity in her research and teaching.
• Dennis Kelley is completing his first year as a joint hire in Religious Studies and American Indian Studies. Dennis traces his ancestry to the Chumash, an American Indian tribe of central California. While he lacks the 25% ancestry required by the U.S. Government for official tribal membership, he has participated in tribal life as a community member for many years.
• Annemarie Peil, presently in her second year of appointment in the philosophy program, received the largest allocation of travel funds in the department, as well as a special course release to work on grant applications. We have attempted to do everything feasible to put her in the best possible position for a successful third-year review.

Profile of faculty recruitment (diversity among position finalists and those offered jobs)
• Two searches have been undertaken in the department this year.
  o In Religious Studies the top three candidates were all women. One accepted a job offer elsewhere before her scheduled visit; the other two visited Ames for on-campus interviews. Hong Qu was offered and accepted the position.
  o In philosophy, three out of our top five finalists were woman, including the candidate ranked first. Unfortunately, she accepted a position at Carnegie Mellon prior to her scheduled visit to campus. The second
woman on this list was invited to campus and offered the position immediately after her interview. Alas, her present university eventually made her a counter-offer, which she immediately accepted. By the time she informed us of her decision the third woman on our short list had already taken another position.

Profile of diversity in endowed chairs, professorships, ISU awards

- The present holder of the Supple Chair of Catholic Studies is a Latino. (Unfortunately, he has recently resigned to take a position elsewhere.)

New curricular contributions to diversity

- There were no new curriculum contributions this year. It is difficult to image how the curriculum in Religious Studies could contribute more to diversity than it presently does. This is not the case in philosophy, although we do offer courses in “ethical issues in diversity” and feminism, and issues of race, gender, class, and sexual orientation are examined in both our ethics courses and our courses in political philosophy.
- One member of the philosophy faculty has great interest and expertise in eastern philosophy. She hopes to develop a new course in this area after she has completed her present research project. I am afraid that any additional curriculum contributions to diversity in philosophy would require the recruitment of additional faculty.

Any other notable efforts to improve college, department and/or unit climate for diversity

- Carla Fehr is co-Principal Investigator of a National Science Foundation ADVANCE Institutional Transformation Award. Part of her activities included developing and running a 4 hour Diversity Training workshop at Iowa State that was attended by Department chairs, ADVANCE professors (senior faculty) and Equity Advisors associated with ISU ADVANCE. She worked with Luiza Dreasher, Sharon Bird and Flo Hamrick in developing the session and I (dept chair) ran it with Luiza Dreasher.
- Professor Fehr also presented a seminar to the department on the research regarding the role of women in science that underlies the ADVANCE award, along with the implications of this research for the philosophy of science.

Department of Political Science (Submitted by James McCormick, Chair)

Success stories in student recruitment and retention/awards

- Over the past few years, the Department of Political Science has regularly had National Hispanic Scholars, National Achievement Scholars, African-American, and Asian-American students among our majors. While the number of these
diversity majors may be relatively small, they often turn out to be some of our best students and winners of awards.

Let me provide three examples.

- An Asian-American female, Rohini Ramnath, was recently named a recipient of the Alumni Association's Wallace E. Barron Award, and, last fall, Rohini was named a recipient of a $24,000 Rotary Scholarship for graduate study next year.
- Last year, Royal Elmore, an African-American male, was one of our majors (with a double major in Engineering), a National Achievement Scholar, and one of our top graduates with an outstanding GPA.
- Another current major, Brionni McGriff, is an African-American female, a National Achievement Scholar, and one of our best students. Although she is only completing her second year with us, we expect that we will continue to be an exceptional student.

Innovation/success stories in faculty recruitment and retention

- During this academic year, the Department of Political Science has been very successful in hiring a diversity candidate (Kathleen Gallagher Cunningham). Moreover, we were able to do so through the good offices of the College and the Provost that provided a three-year temporary position for her spouse, David Cunningham.

Profile of faculty recruitment (diversity among position finalists and those offered jobs)

- In academic year 2005-2006, we interviewed (or invited for interviews) two female candidates for our international political economy position, and we interviewed (or invited for interviews) four female candidates for our social movements position. For the latter position, we offered it to two of these female candidates and both declined to assume positions elsewhere. I should add that another candidate offered (but declined) the social movements position was from Turkey and was analyzing the impact of differing political systems on religious tolerance.
- In academic year 2006-2007, we interviewed two female candidates (out of three brought to campus) for our social movements position. We offered the position to two female candidates and one of them accepted. We also interviewed one Hispanic candidate for the Directorship of the U.S. Latino/a Studies Program, although he was not selected for the position.

Profile of diversity in endowed chairs, professorships, ISU awards

- The winners of our departmental alumni achievement awards this past fall reflected diversity, too.
  - One award winner was Stephen Graham, a distinguished African-American lawyer from Seattle and San Francisco.
The other award winner was Sheila Lundt, assistant to the city manager of Ames.

New curricular contributions to diversity
- Since Fall 2005, the Department of Political Science has offered Pol S 332X, Latino Politics, three times.
- Since Fall 2003, the Department has also offered Pol S 345X, Immigration Policy, every fall semester for the past four years. Both courses meet the University's diversity requirement.

Any other notable efforts to improve college, department and/or unit climate for diversity
- During the past two years, the Department has worked with faculty who were becoming new parents to accommodate their teaching schedule with the assistance of the College and the Provost's Office.
  - One initiative was to accommodate the teaching schedule of Matthew Potoski for spring semester 2006.
  - The other initiative currently is to accommodate the teaching schedule for Kim Conger for fall semester 2007.

Psychology (Submitted by Doug Bonett, Chair)

This has been an exciting year for Psychology in terms of diversity education, outreach, and recruitment. There are a number of goals that have been achieved within the department and across campus as a result of the department’s efforts.

The Psychology Department is proud of several specific accomplishments this year.

Profile of faculty recruitment (diversity among position finalists and those offered jobs)
- One of the most important accomplishments was the hiring of three new faculty members, all of whom bring diversity to the department. Two of these professors are ethnic/racial minorities, a Latino-American and a Chinese-American. The third is an international scholar from Croatia. The search committees, faculty, and students worked hard and creatively to recruit these outstanding scholars. In addition to their outstanding academic records, they will each bring a diverse perspective to the department that will continue to create a welcoming environment for future faculty, staff, and students.

Other notable efforts to improve college, department and/or unit climate for diversity
- Another important achievement within the Department was the creation of the annual Psychology Diversity Conference which will be held this year on April
26. Organized and developed by psychology faculty Stephanie Madon, Susan Cross, and David Vogel, this conference is a joint effort between the Department of Psychology, the Institute for Social and Behavioral Research, and the Multicultural Student Program Advising Council. The goal of this event is to offer a lecture series focused on multicultural scholarship being conducted by national experts. This year Drs. Carey Ryan, a social psychologist, and Stephen Quintana, a counseling psychologist, will be on campus to deliver lectures related to their research on Latino/as experiences in the United States (a growing area of research relevant both locally and nationally). This is an event open to the university community that will help to highlight issues of diversity from a psychological and academic perspective.

- This year we saw the development of a student-initiated and faculty supported diversity committee that will address concerns within the department such as multicultural awareness and acceptance among faculty and students, creating mentoring relationships and community support for minority students, and aiding in the recruitment and retention of faculty and students of color.
- In addition, the department will be participating in a seminar offered by the Graduate College on increasing diversity among graduate students. This has been a focus for the department for the last several years and we have experienced significant success in recruiting minority students. However, we are interested in learning more about the ways that we can attract and support quality minority students. Finally, psychology professor Lisa Larson has agreed to serve as the LAS Equity Advisor, and in this capacity, she will help our department achieve and maintain best practices with regard to a wide range of diversity issues.

---

**Department of Statistics** *(Submitted by Ken Koehler, Chair)*

**Success stories in student recruitment and retention**

- The Department of Statistics recruited 6 minority students into our graduate program in Fall 2006, and one the year before. For some, the transition to graduate work in a top program has been a struggle. We have provided extra tutoring sessions for students. Two of these students are doing well and the others are still adjusting to the program. We will do what we can to help students succeed.
- We have recruited two additional minority students into our graduate program for Fall 2007.
- We continue to provide summer research experiences for undergraduate students from under represented groups.
  - Under the Alliance grant we have had 4 or 5 African American students study statistics each summer. Part of this experience now includes a course on statistical methods taught by Dr. Rollins. Each student
completes a project with another faculty member in statistics and gives a presentation at the end of the session.

Innovation SUCCESS STORIES IN FACULTY RECRUITMENT AND RETENTION

• The Department of Statistics recruited a male of Chinese descent who will join our faculty as an associate professor in Fall 2007.
• The statistics faculty voted to make an offer of an assistant professor position to an excellent female candidate, but we were not able to convert that position from search only status to actually making an offer because of budget reversions. We missed a valuable opportunity.

PROFILE OF FACULTY RECRUITMENT (DIVERSITY AMONG POSITION FINALISTS AND THOSE OFFERED JOBS)

• We interviewed 5 candidates, 4 men and one women, and an offer was made to a male for an associate professor position.
• The Statistics faculty voted to make an offer to an excellent female candidate for an assistant professor position, but we were not able to convert that position from search only status to actually making an offer because of budget reversions imposed on the LAS College.

PROFILE OF DIVERSITY IN ENDOURED CHAIRS, PROFESSORSHIPS, ISU AWARDS

• Karen Kafadar held the Baker Chair in 2005-2006, but she decided not to stay at ISU.
• The Baker Chair will be awarded to Dan Nettleton in the very near future. We have no other endowed chairs or professorships, but hope some can be obtained in the upcoming fund raising campaign.
• Derrick Rollins (joint with Chem Eng) will be promoted to full professor and he also won the Louis Thompson Award for Undergraduate Teaching. He is our only African American faculty member.
• One other non-minority male will be promoted to full professor. Three females and one male will be promoted to Associate professor with tenure.
• Next year we will have
  o Two female lecturers
  o Three female and two male assistant professor
  o Three female and five male associate professors
  o Three female and fourteen full professors
• We have come a long way since 1998 when we had only one female faculty member.

NEW CURRICULAR CONTRIBUTIONS TO DIVERSITY

In order to help all PhD students succeed, we have introduced the following:

• One advanced graduate student has a teaching assistantship that consists of holding help sessions for first year students in core courses. This student holds help sessions and holds office hours.
- Dr. Isaacson offers a "review of measure theory" course in the summer to help students succeed in stat 642 and stat 643.
- Dr. Koehler offered a help session for students taking stat 511 in the spring of 2007.
- Each new minority was paired with a mentor separate from the doge to help them with any problems they encounter in the program.

**Other notable efforts to improve college, department and/or unit climate for diversity**
- The Department of Statistics contributed to the initiative to bring in prominent female faculty in the mathematical and computational sciences to inspire female students to pursue graduate study in those areas. Our female faculty are heavily involved in this effort.
- Dr. Isaacson and Dr. Dorman are members of the AGEP faculty council which has as its mission, improving the cultural climate at ISU.
- Dr. Rollins does many things to improve diversity throughout the department, college and university.
- Dr. Michael Larsen is member of the ADVANCE team.

Michael B. Whiteford, Dean  
College of Liberal Arts & Sciences  
April 24, 2007