

**2012-13**  
**IUPUI Office for Women**  
**Annual Report**

**Kathleen S. Grove, MA, JD**  
**Director**

**IUPUI**

**OFFICE FOR WOMEN**

---

**INDIANA UNIVERSITY-PURDUE UNIVERSITY**  
**INDIANAPOLIS**

## IUPUI Office for Women 2013-13 Annual Report

### Table of Contents

Introduction	Page 3
OFW Advisory Council	Page 3
Programs and Events	Page 4
Leadership Initiatives	Page 8
Mentoring	Page 8
New Initiatives	Page 11
Ongoing Initiatives	Page 11
Information Services	Page 12
Research	Page 13
Director's Activities	Page 13

### Appendix A: Advisory Board

## **IUPUI Office for Women**

### **2012-13 Annual Report**

#### **INTRODUCTION**

The IUPUI Office for Women works to promote and build an inclusive community that benefits women and men. We envision an energized community of faculty, staff and students pursuing opportunities for academic and professional advancement and full participation, shared influence and equity in all aspects of the work and learning environment at IUPUI.

We address these goals by providing *programming, mentoring, leadership development, consultation, advocacy, community outreach, information services, recognition and awards* and *research on issues concerning women in higher education*. The office resides within the portfolio of the Executive Vice Chancellor for Academic Affairs, Nasser Paydar, and the Director reports to the Associate Vice Chancellor for Academic Affairs, Mary L. Fisher. The mission and activities of the office are guided by the Office for Women Advisory Council.

#### **OFFICE FOR WOMEN ADVISORY COUNCIL**

This board of 40+ faculty, staff, and student members meets monthly throughout the academic year to advise the Office for Women on activities and agenda, to assess indicators on the advancement of women on campus, and to discuss policy issues impacting women and their families.

A list of the membership of the advisory council is attached as Appendix A.

## **2012-13 PROGRAMS and EVENTS**

### **Financial Fitness Series**

This series provided financial know-how for employees especially women regarding transition into retirement. The speaker Joyce Foster has over 27 years of experience as a financial planner and owns a practice with Ameriprise Platinum Financial Services<sup>®</sup> Practice. She is a frequent speaker on financial strategies for women and retirement planning.

**Monday, November 19, 2012**

**Improve your Financial IQ: “Transforming Social Security into a Winning Retirement Strategy”**

12:00 – 1:30 p.m.

Campus Center 305

**Tuesday, November 27, 2012**

**Improve Your Financial IQ: “Protecting Your Retirement with Guaranteed Lifetime Income”**

12:00 – 1:30 p.m.

Campus Center 305

**Wednesday, May 22, 2013**

Building a Confident Retirement and Maximizing your Social Security Benefits

With Joyce Foster, CFP<sup>®</sup>, MBA

12:00 – 1:30 p.m.

Campus Center, Room 307

**Wednesday, May 29, 2013**

Protecting Your Retirement with Guaranteed Lifetime Income

With Joyce Foster, CFP<sup>®</sup>, MBA

12:00 – 1:30 p.m.

Campus Center, Room 307

### **Leadership**

**Tuesday, October 9, 2012**

**Hazelett Women in Leadership Forum**

**With Marianne Glick, entrepreneur, philanthropist and artist**

Reception: 5:00 – 6:00 p.m.

Event: 6:00 – 7:00 p.m.

Indiana Historical Society

450 West Ohio Street

*Sponsored by the IU Randall Tobias Center for Leadership Excellence, the IUPUI Office of the Chancellor and the IUPUI Office for Women*

With the generous support of Ambassador Randall L. Tobias, the IU Tobias Center for Leadership Excellence, IUPUI and its Office for Women have combined efforts to create the Hazelett Women in Leadership Forum. The Hazelett Forum joins the mission of the IU Tobias Center to inspire leadership excellence with IUPUI's commitment to fostering a climate of diversity, opportunity, and equity for women and men.

The seventh Hazelett Forum featured Marianne Glick. Marianne is an accomplished artist, philanthropist and community leader. She is the president and owner of GlickArt and Chairman of the Board of the Eugene and Marilyn Glick Family Foundation. She serves on the Board of Directors for the Gene Glick Company, the Central Indiana Community Foundation, the Community Health Network Foundation, and the Board of Visitors for the Center on Philanthropy at IUPUI and the Board of Trustees for Ball State University.

### **Annual Women's Leadership Awards**

**Wednesday, March 27, 2013**

**2:30 -4:30 pm**

**Campus Center Lower Level Theatre**

*Sponsored by the Office of Student Involvement and the Office for Women*

During Women's History Month, the IUPUI Office for Women recognizes and celebrates women faculty and staff who have been outstanding leaders in their department or schools or who have demonstrated significant leadership at the campus, community, national, and/or international level. Any member of the campus community may nominate a woman leader for the awards. The winners and nominees are announced at the Women's History Month Leadership Reception. All nominees are honored with recognition certificates.

Winners were announced and presented with awards at the reception. The national theme this year was "Women Inspiring Innovation through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics." A welcome was given by Chancellor Bantz and Dr. Lauren Christopher, an industry leader and patent holder from the Department of Electrical and Computer Engineering made keynote remarks.

Winning the outstanding faculty awards were **Dominique Galli**, Assistant Chancellor for Research at IUPUI and Associate Professor in the IU School of Dentistry; **Marianne Wokeck**, Associate Dean in the IU School of Liberal Arts and Chancellor's Professor of History; and **LaQuia Walker**, Assistant Professor in the IU School of Dentistry. Staff winners were **Jane Alexander**, Department of Biology, Purdue School of Science, and **Mansi Patel**, Communications Specialist, Center for Service and Learning. The 2013 Inspirational Woman award was given to **Cathy Buyarski**, Executive Assistant Dean in University College.

The Office of Student Involvement made awards to graduate student, **Patricia Jordan** and four seniors, **Jennifer Romine**, **Daisy Pham**, **Kristyn Seibert** and **Oaksoon Callahan**.

**Tuesday, April 9, 2013**

**CTL Annual Lecture with IUB Provost Lauren K. Robel**

Reception: 5:30 – 6:00 p.m.

Lecture: 6:00 – 7:30 p.m.

Wynne Moot Court Room, Inlow Hall, IU McKinney School of Law

In partnership with the IU Robert H. McKinney School of Law and the *IUPUI Office for Women*, this year's CTL Lecture Series speaker is Professor, Provost and Executive Vice President of Indiana University, Bloomington, Lauren K. Robel. As a past president of the Association of American Law Schools, Provost Robel will speak in part about the pedagogical challenges and teaching practices law schools face.

### **Diversity and Intersectionality**

**Thursday, September 20, 2012**

**“Towards the Academy: The Path of Women of Color”**

UC 104

1:00 p.m.

This is a panel discussion by women of color who have or are navigating the path towards a career within academics and are currently working within the university either as faculty, staff or graduate student.

*Sponsored by IUPUI American Indian Programs, IUPUI Office for Women, and Advancing Women Mentoring Program*

### **Safety**

**Tuesday, September 18, 2012**

**“Building a Safe Community: Bystander Empowerment and Sexual Assault Prevention”**

6:00 – 7:30 pm

CE 405

This presentation focused on raising awareness with regard to sexual assault on college campuses, strategies for prevention, and ways to be an active part of creating a safe IUPUI community.

*Sponsored by IUPUI Counseling and Psychological Services, the IUPUI Office for Women and the Sexual Assault Prevention Task Force*

**Thursday, November 15, 2012**

**Bystander Empowerment and Sexual Assault Prevention**

1:00 – 2:30 p.m.

Campus Center 307

This presentation will focused raising awareness with regard to sexual assault on college campuses, strategies for prevention, and ways to be an active part of creating a safe IUPUI community.

*Sponsored by IUPUI CAPS, the Office for Women, and the Sexual Assault Prevention Task Force*

### **Women's History Month**

**Monday, March 18, 2013**

#### **Women in Music and Technology Faculty Concert in Celebration of Women's History Month**

Performances by Dr. Sara Hook, flute; Ms. Regina Walker, Soprano;

Dr. E.J. Choe, Piano; and Alice Hopkins, Piano

7:30 – 9:00 pm

IT 152

*Sponsored by Department of Music Arts and Technology, IUPUI Music Academy, IUPUI Asian and Pacific American Faculty and Staff Council and the IUPUI Office for Women*

**Thursday, March 21, 2013**

**“Feeling Lucky...and other ways women can get in their own way”** with Associate Dean Mary Dankoski, IU School of Medicine

4:00 – 5:00 p.m.

University Library 1126

In this talk, Dr. Mary Dankoski discussed the impact of unconscious bias and gender socialization on women's careers, and shared how women can counteract such influences in their own lives through the art of self-promotion and increased self-confidence.

**Wednesday, March 27, 2013**

#### **Annual Women's Leadership Awards**

**2:30 -4:30 pm**

**Campus Center Lower Level Theatre**

*Sponsored by the Office of Student Involvement and the Office for Women  
(See above under “Leadership”)*

### **Start Smart Workshops**

**June 6, 2013**

#### **Start Smart Workshop**

Location: ES 2107

Presenter: Kathleen S. Grove, Director, IUPUI Office for Women

The Start Smart workshop was developed by The Wage Project and the Association of American University Women to provide women who are college juniors and seniors, as well as graduate students, with knowledge and skills when approaching the job market to negotiate salaries and benefits so that they receive fair and realistic compensation. Ms. Grove is a trained Start Smart facilitator.

## LEADERSHIP INITIATIVES

### **HERS/Bryn Mawr Summer Institute for Women in Higher Education Administration**

The Office for Women coordinates the campus application process for candidates to this national training. Current Bryn Mawr institute alums on campus screen candidates and make recommendations to the Chancellor and Executive Vice Chancellor. Once a candidate has been selected, the Office for Women will assist the candidate in completing the online application and gathering the appropriate recommendation letters.

**Karen Bravo**, Associate Dean for International Affairs, IU McKinney School of Law, and **Gina Sanchez Gibau**, Associate Dean for Student Affairs, IU School of Liberal Arts at Indianapolis, were selected to represent IUPUI at the **2013** HERS/Bryn Mawr Summer Institute for Women in Higher Education Administration. They are the 45<sup>th</sup> and 46<sup>th</sup> IUPUI woman to attend the institute since 1987. Funding for this year's candidates came from the Office for Women, the Office of the Executive Vice Chancellor for Academic Affairs, the IU School of Liberal Arts, and the IU McKinney School of Law.

Here is the list of past Institute alums that continue to work on the IUPUI campus: Amy Conrad Warner, Karen Black, Jonna Kane MacDougall, Jennifer L. Pease, Regina Turner, Kim S. Nguyen, Mary Fisher, Janice Froehlich, Gail M. Plater, Karen R. Johnson, Marianne S. Wokeck, Catherine Buyarski, Amy A. Jones, Andrea Engler, Eugenia Fernandez, Jacqueline Blackwell, Deborah Grew, Beth Barnette, Angela Espada, Kim White-Mills, Kristen Hoffmann-Longtin, Deborah Stiffler, Karen Bravo, Gina Sanchez Gibau.

## MENTORING

### **EMPOWER, Enhanced Mentoring Program with Opportunities for Ways to Excel in Research**

*Co-Sponsored with the Office of the Vice Chancellor for Research*

The Enhanced Mentoring Program with Opportunities for Ways to Excel in Research (EMPOWER) has been developed by the Office of the Vice Chancellor for Research and the Office for Women to support IUPUI faculty who are historically underrepresented and/or excluded populations in their discipline or area of scholarship and historically denied admission to higher education or that discipline. The purpose is to empower them 1) to become successful in sponsored research and scholarly activity, and 2) to achieve significant professional growth and advancement. The program sustains mentorship opportunities through the EMPOWER Grant Program matching an experienced senior research faculty member with a junior faculty member for one year to assist them in focusing their research agenda. Mentees then are expected to make an external grant submission.



2012-13 was the second year for the program and the second cohort. There were 12 mentor/mentee teams. Mentors came from the IU Schools of Nursing, Medicine, Liberal Arts, Informatics and the Purdue School of Science. Mentees were from the IU Schools of Public Health, Medicine, Liberal Arts, Informatics and the Purdue School of Science. Data from the first two years of the program indicate that 60% of the mentees have been successful at securing external grants and funding. One team from the Department of Psychology was successful in winning a \$1.5 million grant from the Patient-Centered Outcomes Research Institute based on work done in the program.

The schedule for the 2012-13 cohort workshops was as follows:

**October 26, 2012**

**Mentor Orientation**

8:30 – 9:30 a.m.

UL 2115G

**November 2, 2012**

**Mentee Orientation**

9:30 – 10:30 a.m.

UL 2115G

**March 1, 2013**

**Mentee Mid-year Debrief**

12:00– 1 p.m.

UL 1126

**May 17, 2013**

**Mentor Debrief**

8:30 – 9:30 a.m.

CE 305

**September 5, 2013**

**End of Year Wrap-up and Debrief**

8:30 – 9:30 a.m.

UL 1126

**AWMP, Advancing Women Mentoring Program**

*Co-sponsored with the Office of Student Involvement*

2012-13 was the second year for a new student mentoring program developed by the Office for Women and the Office for Student Involvement. The Advancing Women Mentoring Program is designed to empower individuals toward academic, personal, and professional success by engaging participants in authentic mentoring partnerships. Students had the opportunity to be mentored throughout the year by IUPUI faculty and staff. Specifically, the program highlights topics pertaining to the advancement of women both in the university and the workplace. This program was open to all students, faculty, and staff with an interest in this subject.

Mentors from the faculty and staff were recruited and their biographies put on the LEAD IUPUI website. Students applying for the program could indicate their particular needs for mentoring and read about the mentors online and indicate their top 3 preferences on their application. Mentor/Mentee teams were matched by staff and then introduced at an opening event.

25 teams of mentor/mentees were matched for the 2012-13 cohort.

Special trainings and workshops and events were held throughout the year and participants were also encouraged to attend programming sponsored by the Office for Women.

Here is the workshop schedule:

**August 29, 2012**

**Mentor Training**

3:00 – 4:30 pm

CE 148

**September 20, 2012**

**AWMP Kickoff Event**

11:30 am – 12:30 pm

CE 409

**October 18, 2012**

**Strengths Quest Workshop**

4:30 – 6:30 pm

CE 148

**November 8, 2012**

**Gender and Communication with Professor Kristina Sheeler**

12:00– 1 p.m.

CE 148

**April 23, 2013**

**End of Year Celebration**

11:30 am – 1:00 pm

CE 307

Four newsletters were published in November, January, March and April with these themes: Gender and Communication, Diversity and Social Justice Issues, Competence and Self-promotion; and Women in STEM Careers. These can be accessed at the Office for Women website at: <http://ofw.iupui.edu/Mentoring/Advancing-Women-Mentoring-Program>

## **NEW INITIATIVES**

### **SAPIR, Sexual Assault Prevention, Intervention and Response Task Force**

Counseling and Psychological Services, the Dean of Students, the Office for Women, Student Health, the Office of Equal Opportunity and IU Police have partnered to create a campus wide coalition to initiate and coordinate efforts to address sexual assault and intimate partner violence on campus. The task force provides a forum for planning and coordinating primary prevention education for students, faculty and staff; policies and procedures for student conduct; articulation of victims' rights; coordination of message and dissemination of information; and training for faculty and staff. It has broad representation from stakeholders across campus and the community with participation from more than 30 units.

In 2013, CAPS and OFW obtained a grant from the Indiana Campus Sexual Assault Primary Prevention Project. Activities under the grant included the establishment of a campus-wide coalition, a review of campus policy regarding sexual assault offenses, an effort to expand male involvement in primary prevention, a review of relevant data, development of bystander intervention trainings, and development of a social marketing campaign for students. The task force was formed and co-chaired by **Julie Lash**, Director of Counseling and Psychological Services and **Kathy Grove**, Director of the IUPUI Office for Women. The task force has met monthly throughout the 2012-13 academic year. INCSAPP also made a \$2500 grant to SAPIR for items for the social marketing campaign including banners, cups, lanyards, bags with the SAPIR logo and the campaign theme, : "My sober yes is my consent...sex without continuous consent is sexual assault." In the spring of 2012, SAPIR conducted focus groups with students to determine the most appropriate message for the IUPUI campus. The social marketing campaign will be launched in the fall of 2013.

## **ONGOING INITIATIVES**

### **MPREG – Multicultural Pedagogy Research Group**

The Office for Women continues to sponsor and support this research group formerly the Community of Practice on Multicultural Teaching. MPREG is an interdisciplinary group of faculty and staff that have worked together since 2006 conducting research on multicultural teaching and practice and outcomes. Current members of MPREG are women and represent a variety of ethnic and cultural groups including African American and Hispanic. Five are associate professors and tenured, one is in the process of seeking tenure, and two are administrative staff and adjunct faculty. Their disciplines are psychology, public health, anthropology, social work, literature, women's studies, law and international education.

Their first research survey examined the perceptions of IUPUI faculty toward multicultural teaching and practice. They have published their research in the Journal on Excellence in

College Teaching and their second article was published in June 2012 in the Journal of the Scholarship of Teaching and Learning. See: <http://josotl.indiana.edu/issue/view/180>

In the summer of 2012, they conducted an assessment of the perceptions of the local Latino community towards higher education and its accessibility particularly IUPUI. The results of the survey were shared with the Office of Diversity, Equity and Inclusion and the Office of Enrollment Services.

The group is currently analyzing data from a survey of student perceptions of multicultural teaching on the IUPUI campus. For their impactful work, the group was awarded the 2010 Joseph Taylor Excellence in Diversity.

### **Women Creating Excellence at IUPUI, an online archive**

This was developed by the Office for Women and University Library as a permanent online archive to highlight and celebrate the significant contributions to building and sustaining our campus by women faculty, staff, students, alumnae or community members. Funding support for the project was provided by the Office of Diversity, Equity and Inclusion. It features the biographies of over 100 women who have made significant contributions to the growth and development of IUPUI since 1969 and features photos from the Ruth Lilly Special Collections and Archives. Additional information on the “founding mothers” who helped build the institutions that preceded IUPUI has been added as well as other information about efforts to advance women in our community. In January 2012, the online exhibit was adapted to a multi-media exhibit which was shown in the Cultural Arts Gallery in the Campus Center. The archive is updated annually. See: <http://www.ulib.iupui.edu/womencreatingexcellence>

## **INFORMATION SERVICES**

### **Listservs**

The Office for Women continues to maintain a listserv, “NETWOMEN” which provides timely information about women-focused or family centered activities on campus and in the community. There are currently 380 members.

The Office for Women continues to maintain a listserv for the OFW Advisory Council for communication about gender issues in higher education and office activities.

The Office for Women maintains a listserv for the IUPUI alums of the HERS Summer Institute for Women in Higher Education Administration.

The Office for Women maintains a listserv for the members of the Sexual Assault Prevention, Intervention and Response Task Force.

### **Website**

The Office for Women maintains a website at <http://ofw.iupui.edu> which provides information on the office and its activities.

## RESEARCH

### **Key Indicators for the Advancement of Women**

The Key Indicators for the Advancement of Women are a series of data points that track the progress of women faculty into administrative or academic leadership at IUPUI. Data is also included on the enrollment and graduation of women students. The Indicators were first developed and used on campus in 1994 by the Task Force on the Status of Women. The Office for Women has requested updates from IMIR in 1999 and subsequently in 2005, 2007, 2010 and 2012. The data are reviewed by the Advisory Council.

### **Gender Climate Survey**

This survey is being funded by a grant from the IUPUI Office of the Vice Chancellor for Research and is being conducted by the Office for Women and the Multicultural Pedagogy Research Group. **Professor Leslie Ashburn-Nardo** and **Professor Jane Williams** of the Department of Psychology are supervising the process.

The survey will look at climate issues for women faculty and staff at IUPUI based on indications of perceived gender bias in the 2009 Faculty Survey and the 2009 Staff Survey. In these surveys a notable percentage expressed a perception of discrimination, negative or disparaging comments or not being taken seriously based on gender compared to other categories. When we examined the raw data the majority of these responses were from women.

It is expected that the data from this survey will provide insight into factors in this perception, identify areas of concern, and assist the campus in developing strategies to recruit, retain, and advance women faculty and staff. We also hope it will provide data that could assist with external grant proposals.

The Faculty and Staff portion of the study was initiated in spring 2013. A survey was disseminated to all faculty and staff women. 300 faculty members and 1200 staff members responded.

Data processing and analysis will take place in the summer and fall of 2013 with preliminary reports available in spring 2014.

## DIRECTOR'S ACTIVITIES

### **Advancing Women in Leadership, One-credit Women's Studies class**

In the fall of 2012, Kathleen Grove, Director of the Office for Women created and taught a new one-credit class for the Women's Studies Program of the School of Liberal Arts. The seminar was held on 3 consecutive Friday afternoons for a class of 11.

### **Course Objectives:**

This class helped students begin to:

- Understand the current status of women in the labor force and in leadership roles
- Learn about leadership styles
- Learn about the current research on how women advance in their careers and in leadership roles
- Learn about challenges women face in advancing their careers
- Learn about the intersectionality of race, class, religion, national origin and gender and women's leadership
- Learn about legal, institutional, and cultural obstacles women face in moving into leadership roles in business, professional and civic life or advancing their careers.
- Cultivate skill sets in communication, negotiation, networking and self-promotion to help them advance in their careers
- Learn from the experience and journeys of local women community leaders
- Reflect upon their own leadership journey

### **Undergraduate Research Opportunity (UROP) for two Gaza University Students**

In the summer of 2012, Director Kathleen Grove served as a mentor on a team supporting two students from Gaza University who were UROP students during the month of July and August at IUPUI. The Undergraduate Research Opportunity Program is sponsored by the Center on Research and Learning within the Office of the Vice Chancellor for Research at IUPUI.

Wa'laa Abuhassan and Siriya Quadada lived in IUPUI housing and worked on their research projects mentored by a team including Professor Kristina Sheeler, Professor Khadija Khaja, Professor Amira Mashour, Professor Richard Ward, Professor Margaret Ferguson, Fadumo Warsame, Fatoumata Bah, Jill Jean-Baptiste, Vicki Bonds and Kathleen Grove.

Wa'laa Abuhassan's research project was on "The Impact of Social Media in Social Change and Reducing Mass Media Misinformation." Siriya Quadada researched "Creating Solutions for Empowering Palestinian Women and Ending Their Suffering."

Ms. Grove specifically worked with Ms. Quadada on her project informing her about the measures in the United States to confront domestic violence and provide resources and safety to women and enlisting the help and a tour of The Julian Center, an Indianapolis domestic violence shelter and counseling center for women.

## Director's Presentations 2012-13

### **Guest Lectures**

**Transitioning into the World of Work**, Kathleen S. Grove, presentation for *Executive Leadership* course in the School of Social Work, Heather McCabe, Instructor, IUPUI, November 15, 2012

**International Rights of Women**, Kathleen S. Grove, MA, JD; presentation to *Introduction to International Studies* class, Dawn Whitehead, Instructor, IUPUI, September 20, 2012

### **IUPUI Campus**

**Strategies for Effective Mentoring, Best Practices Panel**, Kathleen S. Grove, MA, JD, Julie Welch, MD, Etta Ward, IUPUI Office of Faculty Affairs and Advancement, March 20, 2012

**Developing the Mentoring Relationship**, Kathleen S. Grove, MA, JD, *EMPOWER -Enhanced Mentoring Program with Opportunities for Ways to Excel in Research*, Mentee Training, IUPUI, November 2, 2012

**Becoming an Effective Mentor**, Kathleen S. Grove, MA, JD, *EMPOWER -Enhanced Mentoring Program with Opportunities for Ways to Excel in Research*, Mentor Training, IUPUI, October 26, 2012

**Developing the Mentoring Relationship**, Kathleen S. Grove, MA, JD, *Advancing Women Mentoring Program*, IUPUI, September 20, 2012

### **Community**

**Forgiveness Not Forgetting: The Question of Justice**, Facilitator, Kathleen S. Grove, MA, JD; International Peace Workshop, Sponsored the United States Institute of Peace, The Amohoro Project, Center for Interfaith Cooperation, and the Office of International Affairs at IUPUI , Interchurch Center, Indianapolis February 2, 2013

## PUBLICATIONS

### **Women in Leadership**

Grove, Kathleen S., "Women's Assessment of Self" , Reflections, Advancing Women Mentoring Program Newsletter, Volume 2, Issue 3, March 2013

Grove, Kathleen S., "Data on Women of Color at Work, Reflections, Advancing Women Mentoring Program Newsletter, Volume 2, Issue 2, January 2013

Grove, Kathleen S., "Women in Leadership: Women in the Workforce Face a Double Bind", Reflections, Advancing Women Mentoring Program Newsletter, Volume 2, Issue 1, November 2012

***Multicultural Pedagogy***

Bigatti, Silvia M; Khaja, Khadija; Thorington Springer, Jennifer; Gibau, Gina (Sanchez); Grove, Kathleen Surina; Ashburn-Nardo, Leslie., "Faculty Perceptions of Multicultural Teaching in a Large Urban University," Journal of the Scholarship of Teaching and Learning, Volume 12, Number 2, June 2012

**2012-13 UNIVERSITY SERVICE, IUPUI:**

American Association of University Women, *Campus Representative*

Chancellor's Diversity Council, *Member*

Common Theme Campus Project, 2013-15 *Proposal Committee Member*

Critical Incident Stress Management Team, (JAGCares), *Member*

Advancing Women Mentoring Program, *Co-Sponsor* with Office for Student Involvement

DRIVE, (Diverse Researchers InVesting in Expertise), *Co-Sponsor* with Office of Vice Chancellor for Research

EMPOWER (Enhanced Mentoring Program with Opportunities for Ways to Excel in Research) *Co-Sponsor* with Vice Chancellor for Research

Hazelett Women in Leadership Forum, *Co-sponsor* with IU Tobias Center of Leadership Excellence

Inter-campus Coalition for the Advancement of Women, *Co-chair*

Fraternity and Sorority Advisory Board, *Member*

IU School of Medicine Women's Advisory Council, *Member*

Multicultural Pedagogy Research Group, *Chair*

National Center of Excellence in Women's Health, *Policy Committee Member*

Office of Equal Opportunity Advisory Board, *Member*

*Search Committee Member*, Vice Chancellor for Diversity, Equity and Inclusion

Sexual Assault Prevention, Intervention and Response Task Force, *Co-chair*

Strategic Planning Task Force on Inclusion, *Member*

Women's History Month Planning Committee, *Member*

Women's Leadership Awards Selection Committee, *Chair*



## Appendix A

### 2012-13 IUPUI Office for Women Advisory Council

Director, Office for Women, Kathleen Grove, [ksgrove@iupui.edu](mailto:ksgrove@iupui.edu)

Trudy Banta, Academic Planning and Evaluation, [tbanta@iupui.edu](mailto:tbanta@iupui.edu)

Gail Barksdale, Jag Athletics, [gdbarksd@iupui.edu](mailto:gdbarksd@iupui.edu)

Tonya R. Bergeson, School of Medicine, [tbergeso@iupui.edu](mailto:tbergeso@iupui.edu)

Sophie Blanco, Office of Student Involvement, [sblanco@iupui.edu](mailto:sblanco@iupui.edu)

Elizabeth M. Boyd, Department of Psychology, [eposki@iupui.edu](mailto:eposki@iupui.edu)

Karen Erica Bravo, School of Law, [kbravo@iupui.edu](mailto:kbravo@iupui.edu)

Charmayne Champion-Shaw, Department of Communications Studies,  
[cchampion@iupui.edu](mailto:cchampion@iupui.edu)

Marie Chastain, Center for Teaching and Learning, [mchastai@iupui.edu](mailto:mchastai@iupui.edu)

Mary Dankoski, School of Medicine, [mdankosk@iupui.edu](mailto:mdankosk@iupui.edu)

Christine Darling, School of Medicine, [tdarling@iupui.edu](mailto:tdarling@iupui.edu)

Catherine Dobris, Women's Studies, [cdobris@iupui.edu](mailto:cdobris@iupui.edu)

Mary L. Fisher, Academic Affairs, [mlfisher@iupui.edu](mailto:mlfisher@iupui.edu)

Margaret R. Ferguson, Department of Political Science, [mferguso@iupui.edu](mailto:mferguso@iupui.edu)

Alicia Gahimer, Office of Vice Chancellor for Research, Staff Council, [algahim@iupui.edu](mailto:algahim@iupui.edu)

Dominique Galli, School of Dentistry, Office of Vice Chancellor for Research,  
[dgalli@iupui.edu](mailto:dgalli@iupui.edu)

Gina Gibau, Department of Anthropology, [gsanchez@iupui.edu](mailto:gsanchez@iupui.edu)

Linda Adele Goodine, Herron School of Art and Design, [lagoodin@gmail.com](mailto:lagoodin@gmail.com)

Sue Herrell, Academic Affairs, [sherrell@iupui.edu](mailto:sherrell@iupui.edu)

Krista Hoffmann-Longtin, School of Medicine, [klongtin@iupui.edu](mailto:klongtin@iupui.edu)

Kathy Johnson, University College, [kjohnso@iupui.edu](mailto:kjohnso@iupui.edu)

Amy Jones, School of Liberal Arts, [ajones@iupui.edu](mailto:ajones@iupui.edu)

Kim Kirkland, Equal Opportunity Office, [kirkland@iupui.edu](mailto:kirkland@iupui.edu)

Ann B. Kratz, Office of Vice Chancellor for Research, [akratz@iupui.edu](mailto:akratz@iupui.edu)

Marilyn H. Kuhn, Center on Philanthropy, [mhkuhm@iupui.edu](mailto:mhkuhm@iupui.edu)

Julie Lash, Counseling and Psychological Services, [jlash@iupui.edu](mailto:jlash@iupui.edu)

Teresa McCurry, University Library, [tmcurry@iupui.edu](mailto:tmcurry@iupui.edu)

Khaula H. Murtadha, Adult and Lifelong Learning, [kmurtadh@iupui.edu](mailto:kmurtadh@iupui.edu)

Akanke Omorayo-Adenrele, School of Social Work, [akomoray@iupui.edu](mailto:akomoray@iupui.edu)

Jennifer L. Pease, Community Learning Network, [jpease@iupui.edu](mailto:jpease@iupui.edu)

Rebecca E. Porter, Enrollment Services, [rporter@iupui.edu](mailto:rporter@iupui.edu)

Sherry F. Queener, Graduate School, [queenes@iupui.edu](mailto:queenes@iupui.edu)

Tisha Renne Reid, National Center of Excellence in Women's Health, [tireid@iupui.edu](mailto:tireid@iupui.edu)

Elizabeth Rubens, Center for Research and Learning, [erubens@iupui.edu](mailto:erubens@iupui.edu)

Kristina K. Sheeler, Department of Communication Studies, [ksheeler@iupui.edu](mailto:ksheeler@iupui.edu)

Diana Sims-Harris, Office of Student Involvement, [dsimshar@iupui.edu](mailto:dsimshar@iupui.edu)

Ketwana Schoos, Multicultural Success Center, [kdschoos@iupui.edu](mailto:kdschoos@iupui.edu)

Maggie Stimming, Human Resources Administration, [mpshome@hotmail.com](mailto:mpshome@hotmail.com)

Misty Spitler, Counseling and Psychological Services, [goffenam@iupui.edu](mailto:goffenam@iupui.edu)

Kimberly Stewart-Brinston, Enrollment Services, [kstewar@iupui.edu](mailto:kstewar@iupui.edu)  
Peggy Stockdale, Department of Psychology, [pstockda@iupui.edu](mailto:pstockda@iupui.edu)  
Diane S. Sweeney, Campus Police, [dsweeney@iupui.edu](mailto:dsweeney@iupui.edu)  
Carlene Thompson, Human Resources Administration, [thompcar@iupui.edu](mailto:thompcar@iupui.edu)  
Jennifer Thorington Springer, School of Liberal Arts, [itspring@iupui.edu](mailto:itspring@iupui.edu)  
Regina Turner, University College, [regturne@iupui.edu](mailto:regturne@iupui.edu)  
Etta Ward, Office of Vice Chancellor for Research, [emward@iupui.edu](mailto:emward@iupui.edu)  
Kim White-Mills, Department of Communication Studies, [kwhitemi@iupui.edu](mailto:kwhitemi@iupui.edu)  
Dawn Michele Whitehead, Office of International Affairs, [dmwhiteh@iupui.edu](mailto:dmwhiteh@iupui.edu)  
Jane Williams, Department of Psychology, [jrwillim@iupui.edu](mailto:jrwillim@iupui.edu)  
Marianne S. Wokeck, School of Liberal Arts, [mwokeck@iupui.edu](mailto:mwokeck@iupui.edu)  
Emily Wren, Campus Facility Services, [ewren@iupui.edu](mailto:ewren@iupui.edu)