

Fall 2012

College of Design, Iowa State University, Diversity Report, Fall 2012

Iowa State University College of Design

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College of Design
Iowa State University
Diversity Report
Fall 2012

1. Vision or mission.

- a. As part of our strategic planning process for 2010-2015, the College of Design has worked over the past year to develop a new draft mission statement:

The mission of the College of Design at Iowa State University is to learn and help others learn how disciplines in design and art can improve the human condition and address present and future challenges that societies and environments face locally, nationally and internationally.

We do so by providing excellent professional education, nurturing research agendas and fostering creative inquiry, while applying the knowledge gained in the process for the benefit of communities in Iowa and around the world

(<http://home.design.iastate.edu/mission.php>).

2. Recruitment and retention strategies for faculty, staff and students.

- a. The College of Design has developed flex-time guidelines allowing P&S employees the opportunity to adjust their work schedule in order to accomplish the following goals:
- i. Provide excellent service for all students, faculty and staff.
 - ii. Allow alternative work schedules for P&S employees in the College of Design when personal or professional circumstances apply, as the CoD is a 24-hour building.
 - iii. Support the varying hours required of different positions for the most successful completion of duties and ensuring complete coverage during the core working hours.
- b. The new Bachelor of Design program was conceived to help the College of Design recruit and retain a more diverse student population including transfer and non-traditional students. These students include community college students, non-traditional students who need part-time and/or flexible curricula, and students who are having trouble fitting into the very prescribed professional programs that are long-standing programs in the college. Our efforts have been successful so far in that our Bachelor of Design student population is racially and ethnically diverse, including a number of students returning to school after a first career or resuming school after having a family.

- c. Diversity is a critical component of all creative processes, and in a college where creativity is essential, diversity is not just about being politically correct—it goes to the very core of our mission. The College of Design acts to assemble a truly diverse environment for the benefit of all the members of our community. (<http://www.design.iastate.edu/diversity.php>)
- d. The Diversity Board of the College of Design:
 - i. Creates and promotes strategies to ensure equity in accordance with ISU's Equal Opportunity and Diversity policies.
 - ii. Supports and develops programming to increase recruitment and retention of minority or marginalized students within the College of Design.
 - iii. Recognizes and rewards faculty and staff service and research related to enhancement of diversity,
 - iv. Encourages the development of new courses, curricula, and programs to improve the incorporation of diversity throughout the curricula.
 - v. Supports yearly recruitment and retention of diverse students, faculty, and staff within the college.
 - vi. Encourages the use and creation of educational resources to enhance the equity, inclusion, understanding and respect of all individuals.
(<http://home.design.iastate.edu/FacultyStaff/designiversityboard.php>)

3. Diversity programming for faculty, staff, and students. Including: Diversity-related presentations or events including visiting scholars, lectures, or unique programming, new courses or programs covering or discussing any protected class, initiatives around work/life balance, inclusion and/or multicultural efforts, and information on international activities, including partnership with organizations abroad.

- a. The Multicultural Liaison Officer (MLO) of the College of Design made presentations regarding issues of diversity in design fields, including social justice topics, at the Iowa State Conference of Race and Ethnicity (ISCORE), George Washington Carver (GWC) Academy, Multicultural Vision Program (MVP), Greek Affairs Office, Science Bound, Iowa Academic Advising Network (IowAAN), and the Lesbian Gay Bisexual and Transgender Student Services (LGBTSS) Office. The College of Design sponsored the Midwest Bisexual Lesbian Gay Transgender Ally College Conference (MBLGTACC) 2012, which strives to connect

both individuals and communities with resources that will help to enrich lives across the country. (New and Ongoing)

- b. The MLO has been engaged with the orientation courses for the college and the Iowa State community. He gives a presentation and answers questions regarding issues of diversity in design fields, including representation, acknowledgement and cultural understanding as it is relevant to the work students are asked to do. (Ongoing)
- c. The College of Design Diversity Board supports and develops programming to increase recruitment and retention of minorities or marginalized students within the College of Design, supports yearly recruitment and retention of diverse students, faculty and staff within the college and encourages the use and creation of educational resources to enhance the equity, inclusion, understanding and respect of all individuals. (Ongoing)
- d. The MLO developed and distributed the *Multicultural Student E-News: Celebrating and Recognizing Diversity*, and hosted the Multicultural Portfolio Workshops. The *Multicultural Student E-News* was sent monthly to more than 340 College of Design students to inform and reinforce their academic success, career and professional development, and leadership. Four Multicultural Design Workshops were scheduled to give multicultural students the tools and knowledge to assemble high-quality portfolios for the Core Design Program review. More than 130 students in the Core Design Program benefited. The MLO successfully nominated industrial design graduate student Carlos Ramirez for the 2012 MSA-MLO Outstanding Student Award. Ramirez works to create a safe space for all students in the Iowa State community. (New and Ongoing)
- e. The MLO works in collaboration with the Multicultural Student Affairs Office, International Students and Scholars Office, Lesbian, Gay, Bisexual and Transgender Student Services Office, and other departments across the university to create programming to promote diversity and inclusivity of all students, faculty and staff. The Design MLO collaborated with the other five MLOs from the Colleges of Agriculture & Life Sciences, Business, Engineering, Human Sciences and Liberal Arts & Sciences to develop a “Difficult Discussion” session to determine the best way to provide best practices for incorporating inclusivity inside and outside the classroom when it is threatened. (Ongoing)
- f. Barbara Caldwell, associate professor of integrated studio arts,

presented “Empathy, Collaboration and Creative Community in Art Education,” featuring multicultural education methods and outcomes, for the International Society for Education through Art and U.S. Society for Education through Art. The conference theme was “Education Through Art: Teaching for Global Understanding and Engagement,” hosted in Indianapolis, Indiana, June 2012.

- g. Associate Professor Caldwell also delivered “Illuminating Transformation Through Creative Photography,” an interactive digital presentation featuring diversity themes, methods and outcomes in photography education and creative research, at the National Art Education Association Annual Convention in New York, N.Y., March 2012.
- h. Associate Professor Caldwell exhibited “New Year Blooming,” archival digital photography related to issues of social justice and multicultural education, as part of the ISU Integrated Studio Arts Faculty Exhibition at Lanzhou University in Lanzhou, China, in May 2012.
- i. April Katz, associate professor of integrated studio arts, collaborated with an Iranian printmaker who participated in the postcard exchange last year was curating a contemporary Iranian print exhibition and asked her to respond to the work for their catalog. April served as a respondent for the 2012 catalog *Printmaking Today* published this summer. She has had ongoing dialogue through the internet with a number of Iranian printmakers over the last year.
- j. One of the spring 2012 Bachelor of Design studios focused on the Latino community in Marshalltown. Students visited with officials from the city, Iowa State University Extension and Outreach and other stakeholders to learn more about the challenges of integration in Marshalltown, where a large influx of new Latino immigrants have caused some stresses in the community. Students then proposed design interventions that addressed some aspect of Marshalltown's built environment with the goal of making more inclusive spaces for everyone. A lecturer from Uruguay taught the class and was able to connect it to her personal research on informal settlements and internal migration in Uruguay.
- k. Bachelor of Design Program Director Kimberly Zarecor is participating in the Emerging Leaders Academy at Iowa State this year. This program emphasizes the importance of striving for work/life balance and inclusive working environments.

4. Research initiated or continued on diversity-related topics

- a. April Eisman, assistant professor of art history in the integrated studio arts department, is working on a book project on women artists from East Germany. It is tentatively titled *Women Artists in East Germany: Angela Hampel and the Contradictions of "Equality" in a Communist State*. It focuses on the challenges that women artists faced in East Germany and, by comparison, the capitalist West.
- b. Barbara Caldwell, associate professor of integrated studio arts, published "A Collage of Holistic Discoveries in Art Education," a book chapter on a multicultural art education activity for pre-service teachers inspired by the art of African-American artist Faith Ringgold, in *The Heart of Art Education: Holistic Approaches to Creativity, Integration, and Transformation* by Laurel H. Campbell and Seymour Simmons III, Eds., National Art Education Association, Reston, Va., Spring 2012. The chapter includes original photos and photos of students and their artwork.
- c. April Katz, associate professor of integrated studio Arts Department, coordinated the 12th International Postcard Print Exchange and exhibition, which attracted 397 participants from 38 U.S. states and nine other countries. These included 37 from Australia, 13 from Great Britain, nine from Canada, four from the Netherlands, three each from South Korea and Iran, and one each from Poland, Spain and Sweden.
- d. The Multicultural Liaison Officer (MLO) successfully nominated LaDan Omidvar, lecturer in architecture, for the 2012 Margaret Sloss Gender Equity Award for her research and dedication to the development of Iowa Women in Architecture (iaWia), which promotes a scholarly understanding of women and gender roles, and gender equity in the classroom, university and community.
- e. Recruiting historically underrepresented students has been a priority for the College of Design. With the collaboration of faculty, the MLO has assisted in recruitment efforts by participating in an Upward Bound College Fair for Native American students at the University of Colorado, Boulder, as well as interviews for the Multicultural Vision Program scholarship. By presenting workshops to prospective multicultural high school students, the MLO and the College of Design collaborate with Early Outreach Program, Office of Admissions, Iowa State University and Science Bound. In addition, the MLO participates in the Academic Program for Excellence (APEX), a summer bridge

program for incoming multicultural students, assisting in recruiting students to the College of Design or retaining them as students at Iowa State University. The MLO also works with the Office of Admissions, sitting on the George Washington Carver Appeals Committee, providing opportunities for students to maintain academic standing at the university. The MLO, along with academic advisors, participates in the *I'll Make Me a World in Iowa* program in Des Moines each year, introducing the college, and design principles, to predominantly African-American school children (elementary through high school). (Ongoing)

- f. The College of Design established a diversity scholarship to be awarded to an incoming first-year student. The scholarship is a one-year award divided evenly between the first and second semesters. In addition to the diversity scholarship, a group of faculty, the precollegiate coordinator and the MLO for the College of Design have been working to implement a summer program that would introduce first-generation and/or underrepresented student populations to design fields. Ninth- to 11th-graders will be targeted in the hope of creating a relationship with the College of Design and Iowa State University, resulting in enrollment upon completing high school. (Scholarship is new and going, \$2500 per year; summer program is new and ongoing, cost for participation funds the program.)

5. Committees, nationwide organizations or additional memberships of interest that faculty, staff or students may have been elected or appointed to serve as leaders in the organization, such University-wide advisory committees or appointments to national boards, etc.

- a. At the university level the Multicultural Liaison Officer (MLO) served as a member of the Iowa State University Committee on Diversity, in the Multicultural Student Services Coordinated Team (MSSCT), Multicultural Student Services Coordinated Team (MSSCT), Iowa State Latino/a Leadership Retreat committee, and in the University Committee on Diversity and University Committee on Women New Faculty and Staff Welcome Reception planning committee. At the national level the MLO served on the planning committee for the Midwest Bisexual Lesbian Gay Transgender Ally College Conference (MBLGTACC) 2012. The MLO is a member of the National Conference on Race and Ethnicity (NCORE), and the American College Personnel Association (ACPA).
- b. College of Design students Albert Li and Matt Brooks participated with the MLO in the 2012 National Conference on Race and Ethnicity (NCORE) program in New York City. College of Design

student Gerardo Garcia participated in the 2012 United State Hispanic Leadership Institute (USHLI) in Chicago. The MLO and College of Design encourage students to take professional and leadership development opportunities to enhance their success.

- c. Barbara Caldwell, associate professor of integrated studio arts, participated in International Society for Education Through Art (INSEA) and United States Society for Education Through Art National Board of Directors (USSEA) board meetings held at National Art Education Association Annual Conferences and represented INSEA and USSEA on the Art Educators of Iowa Board of Directors. She serves as national board secretary of the USSEA, which is dedicated to multicultural art education and research. She is also a representative for the USSEA-INSEA, where she is responsible to address multicultural and cross-cultural education issues and initiatives with the AEI Board.
- d. Associate Professor Caldwell also serves on the College of Design Diversity Board and with the MLO on new diversity initiatives, including the Multicultural Design Portfolio Workshops; provides support for diverse advisees, and collaborates in diversity initiatives with Associate Professor Brenda Jones, who was honored by the Iowa State Conference on Race and Ethnicity.