



Cornell University
Diversity and Faculty
Development

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Cornell Faculty Institute for Diversity

Supported by the Vice Provost for Diversity and Faculty Development
and the Center for Learning and Teaching

The goal of Cornell's Faculty Institute for Diversity is to bring faculty together to engage in complex discussions about aspects of diversity, to create a wider community of teachers and scholars who care about diversity, and to incorporate diversity elements into new or revised courses. The 2006 Teagle Foundation study, "Eliminating Racial and Ethnic Disparities in College Completion and Achievement: What Works and Why" identified why an institute such as that developed at Hamilton College and now offered by Cornell holds promise. The reasons are as follows:

- It takes "a proactive approach to diversity."
- It "focuses on creating or revising syllabi, not just talking about diversity."
- It "offers a clear mechanism for infusing diverse perspectives and experiences into the curriculum."

The institute will be a 3-day residential retreat held June 1-4, 2008 at the Inn on the Lake in Canandaigua, NY. The institute is aimed at teachers who have not made diversity a major focus of their teaching but are interested in gaining insights on how to accomplish this. The institute is also appropriate for teachers in the sciences who wish to adopt principles of active learning, learning styles, and other pedagogical approaches to promote an inclusive classroom environment.

Johnnella E. Butler, professor and provost and vice president of academic affairs at Spelman College and a leader in the field of ethnic studies, will serve as the guest facilitator for the institute. In addition to the many articles and books to her credit, Butler has been the principal investigator for numerous grants including the American Ethnic Studies Major Implementation Grant, University of Washington; *Teaching U.S. Pluralism in the Humanities*, National Endowment for the Humanities; and the Ford Foundation Cultural Pluralism Project that included the University of Washington and 27 four-year institutions and community colleges over a period of three years. She has conducted over 75 workshops with colleges and universities on curriculum transformation and is co-founder of the Center for Curriculum Transformation at the University of Washington.

Sue Rosser, professor and Dean of the Ivan Allen College of Liberal Arts at Georgia Tech will join Butler as co-facilitator. Dean Rosser is widely known for her work in advancing women and minorities in the STEM disciplines. Her latest co-edited book is *Women Gender and Technology (2006)*.

Butler and Rosser will be joined by Ron Harris-Warrick, professor of neurobiology and behavior, who will assist in developing the institute from his perspective as a member of the Cornell faculty.

Through readings and facilitated discussions, faculty will begin the process of transforming their courses to reflect various aspects of diversity. Faculty will come together after the institute at dinners throughout the year (2 each semester) to reconnect and discuss the progress made in transforming their courses. It is expected that faculty will incorporate the changes into their syllabi starting with the Fall 2009 semester.

In addition to daily meetings and discussions during the institute, participants will have the opportunity to engage informally. There will be a welcome reception and dinner on the first night and a dinner and wine tasting event at the New York Wine and Culinary Center on the second night.

Each participant in the faculty institute will receive a \$3,000 stipend. By accepting the stipend, participants commit to prepare for the institute by doing readings; participate in the institute in its entirety; and attend 3 of the 4 follow-up dinners/meetings during the 2008-2009 academic year. In addition, participants will submit a copy of the final syllabus for the course they are creating or revising (within 1 year) of the institute, as well as a report on how they have applied insights/materials garnered from participation in the institute to their teaching in general. The report is an important document for the continuation of the institute.

A committee of faculty with experience in issues of diversity will select participants based on the proposal submitted. Care will be given to include faculty who represent a broad range of disciplines.

The Faculty Committee:

Robert Harris, Vice Provost, Diversity and Faculty Development

Matthew Evangelista, Professor, Government

Ronald Harris-Warrick, Professor, Neurobiology & Behavior

Helene Selco, Director, Center for Learning and Teaching

Sofia Villenas, Professor, Education and Latino Studies

