

The Sanfoka bird means to "return, fetch, and move forward." This embodies the charge of the MFC, which is to take responsibly the lessons from the past, apply and utilize the lessons today, and strategize a viable vision for tomorrow.

A Message From the Editor:



Karyn M. Usher
Assistant Professor of Chemistry

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"Life lies in diversity, not in monotony."

M.K. Soni

The **Multicultural Faculty Commission (MFC)** consists of faculty, administrators, and staff. Together we strive to provide the best education possible for our students. In addition to academic work, this also involves teaching students to succeed once they have graduated. By working together, we can help one another achieve much more than could be done alone. This newsletter is one way to share our successes and to give recognition to our colleagues and friends for their achievements. It is my hope that together we can help WCU fulfill the transformations outlined in the Plan for Excellence and the goals outlined in the WCU Mission and Values Statements.

Special Recognition:

Thank you to LaTonya Thames-Taylor and Tim Brown for their help in reviewing this MFC Newsletter.

2008 MFC Faculty Professional Grants

The Multicultural Faculty Commission (MFC) Grant Committee proudly announces the recipients of the *highly competitive, peer-reviewed 2008 MFC Faculty Professional Grants*. We had an overwhelming response to our Request for Proposals (RFPs). And, though all proposals submitted were of quality, the following requests are being honored:

College of Arts and Sciences

Dr. Afrand Agah, Assistant Professor, IEEE Global Communications Conference, \$1920.

Dr. Mehran Asadi, Assistant Professor, Association for Computing Machinery's Special Interest Group on Data Communications Annual Conference, \$2000.

Dr. Chris Kwame Awuyah, Associate Professor of English and Co-Chair of the Frederick Douglass Institute, "Educational Visit to the Frederick Douglass National Historical Site," \$1480.

Dr. Jerry M. Williams, Professor of Foreign Languages, "The Peruvian Inquisition on Trial: The Vindication of Ana da Castro," \$2000.

Dr. Karyn Usher, Assistant Professor of Chemistry, "Enhancing Professional Skills by Attending Monthly Technical Meeting and Advanced Courses in Separation Science," \$2000.

College of Education

Dr. Wei Wei Cai, Professor of Elementary Education, "A Comparative Study on Teacher Education Curricula Development between United States and China," \$2000.

Dr. Sunita Mayor, Associate Professor of Literacy, "Preparing Culturally Responsive Teachers Using Latino Children's Literature," \$2000.

Assistant Professor Katherine E.L. Norris, Early Childhood and Special Education, "Using Multi-Media, Rich Literature, Field Excursions...[to]Diversity Education," \$2000.

Dr. Naijian Zhang, Associate Professor of Counseling and Educational Psychology, "Psychosocial Development and Gender Role Egalitarian Attitudes Among American and Chinese College Students," \$2000.

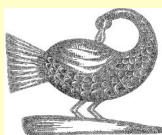
College of Visual and Performing Arts

Dr. Virginia M daCosta, Associate Professor of Art, "Traditional Crafts of Egyptian and Bedouin Women," \$2000.

In addition to funding, each recipient will receive a certificate and will be honored at the 5th Annual Multicultural Faculty Retreat being held on Friday, March 28, 2008 at the Mendenhall Inn (Mendenhall, PA), 7:30 AM -1:30 PM.

The MFC Grant Selection Committee thanks the deans and department chairs for supporting the submitted proposals.

Also, the committee says "Thank You" to President Madeleine Wing Adler, Provost Linda Lamwers, Dr. Timothy Brown, Dr. Anita Forman, Assistant Professor Awilda Reyes, Dr. tonya thames taylor, Dr. Michael Aweyoh, Ms. Jeanne King, and Ms. Catherine Spaur for their continued support of the activities of the Multicultural Faculty Commission (MFC).



"Return. Fetch. and Move Forward"

For more information on the MFC, visit us at: www.wcupa.edu/mfc

Multicultural Faculty Spotlight!

These faculty began at WCU in Fall 2007.

Angela T. Clarke

Angela is currently an assistant professor in the Department of Psychology at WCU. She was born in Brooklyn, NY, and raised in Newark, DE. She attended UNC-Chapel Hill for both her undergraduate and graduate studies. She has recently relocated from Philadelphia to Kennett Square. Her research focuses on stress and coping among children and adolescents. She is also interested in prevention of mental health problems among urban, African American adolescents through community-based after-school programs. She is interested in collaborations with folks in the Health Sciences, School of Education, or any other area that is relevant and complementary. When asked what she does in her free time, her answer was simply "What free time??? I have a very busy and inquisitive baby old at home!"

Ayan Gangopadhyay

Ayan is from India, and has been in the US for six years. She completed a Bachelor's degree majoring in English Literature and Language in 1994, from The Scottish Church College, Calcutta, India, under the University of Calcutta, then earned a Masters in Comparative Literature from Jadavpur University, Calcutta, India in 1996. She joined the Department of Theater, UCLA, in fall 2002, and earned her Ph.D. in June 2007.

Her dissertation is on Modern Bengali Theater; its foundation, genealogy, and development. Her dissertation is an attempt to grapple with modern formations of power symbolized by the modern nation-state. She studied modern Bengali theater as a test case to understand the formations and consolidation of the Indian nation-state through its colonial and post-colonial ramifications. Her dissertation is also a theoretical understanding of India in its colonial, post-colonial, and transnational settings. She addresses these issues through the critical lens of performance.

Ayan looks forward to collaborations that deal with issues of globalization. She is particularly interested in broadening the possibilities of the category of performance in its political and aesthetic valences, and theories of formations of (modern) power. In this regard, she looks forward to working on it following the directions provided by Foucauldian scholarships in the field of anthropology.

When asked what she does in her free time, she answered "As I do not hold any distinction between "work" and "leisure", I do not really have any leisure time as such. In other words, I am working while relaxing, and I am relaxing while working. So, it's really difficult for me to pin point what I do during my "free" time. My time is always free, no matter if I am teaching, reading, attending meetings, holding office hours, watching *South Park*, or sipping on Red Label at home. Like every one else, I am always there, and/or forever nowhere."

Katherine Norris

Katherine was raised in Philadelphia and attended Philadelphia public schools as a child. She attended West Chester University for undergraduate school and graduated with a B.S.Ed. from the College of Education majoring in Early Childhood Education (Teaching certification in Early Childhood Education). After leaving WCU, she taught in Philadelphia public schools in various positions (for a total of 18 1/2 years) - Grade School

Teacher, Middle School English/Language Arts Teacher, Gifted Support Teacher and Coordinator, and Reading Specialist to name a few. While teaching in Philadelphia, she attended Saint Joseph's University where she earned a Masters in Education with certifications in Reading (K-12) and Elementary Education (K-8). She also taught College Reading and Study Skills at LaSalle University during the summer months and taught Multicultural Children's Literature at Richard Stockton College in New Jersey.

Her research includes working with students hoping to increase their reading motivation, comprehension, and fluency. While at Temple she obtained a teaching certification in English - (middle level 7-9). She was hired in the College of Education in the Department of Early Childhood and Special Education. She is open to collaborations in many different areas.

When asked what she does in her free time, her answer was "My free time (what little I have) is spent reading, watching movies, going to cultural events, trying to stay active (by going to the gym or the track to work out), taking short trips, spending time with family, and currently house hunting."

WCU Grants Philadelphia Academies, Inc., 3E Educator 500 Dean's Award



In April 2007, on behalf of the Philadelphia Academies, Inc., President Lisa Nutter accepted the 3E Institute Educator 500 Dean's Award, presented by Dr. Joseph Malak, Dean of WCU's College of Education. Leading the non-profit organization since 2005, Nutter and colleagues work in close partnership with the Philadelphia's school district to expand life and economic opportunities for Philadelphia public school students through career-focused programming.

According to Nutter, the Academies were founded thirty-six years ago, when a few dedicated Philadelphia community and business leaders resolved to right basic inequities that young people face in the city: "Little did they know at the time that they would give birth to a movement that would be replicated in thousands of schools throughout the country. They never set out to develop a model. In fact, 'school reform' was not their focus at all. The focus was on changing lives. Their theory of change was to create small learning environments that used careers to keep public high school students engaged in their own learning and motivated so that they would be ready to work, but more importantly, ready to live productive lives upon graduation."

The 24 Academies are structured to create community where high school students connect with their futures, reinforce their sense of self-worth and accomplishment, staying in school and on track, thanks to dedicated and skilled teachers, coordinators, counselors, funders and business mentors. As the students' lives are uplifted, their neighborhoods and communities are strengthened by newly engaged, skilled and educated workers. The Academy Model enrolls approximately 6,500 students in 16 high schools. Nine career fields are designed to motivate youth to stay in school and provide them with marketable skills, as well as access to employment. During their four years in high school, Academy students consistently out-perform their peers by several percentage points in measures such as attendance, promotion rates and senior graduation rates. On average, 90% of Academy graduates are working and/or enrolled in higher education.

As Lisa Nutter sums it up, "At thirty-six years old, we are keenly aware of our roots and the responsibility that we hold as the place that catalyzed a movement. But, what matters most to us are the young lives that we're changing because we invested in them and because they know that they can rely on us."

The 3E Institute of West Chester University's College of Education salutes the Philadelphia Academies, Inc., and their work so vital to the future of our region and its citizens.

Faculty Profile: Wei Wei Cai

Dr Wei Wei Cai has been at WCU since 1996. Her favorite part of working at WCU is seeing her student grow. One of her major goals is to promote global education at WCU and help students develop necessary skills to be able to live in today's globalized society, to become responsible global citizens. Her advice to junior faculty members: Work with those who value what you do and never give up. Come to us, together we all will be successful. Wei Wei was the recipient of the WCU 2007 Civility Award.

WCU 2007 Civility Award: I was surprised to hear the news and could not believe that was happening to me since I had no idea someone had nominated me for such a prestigious award. I was moved by the news and felt I should do more to deserve the award.

Family: I have a lovely husband. He is very supportive to what I do for my profession. He helps me a lot. My friends said the University really got a good deal by hiring me; buying one and getting one free.

Faculty Profile: Wei Wei Cai cont'd

Hobbies/recreational activities: I love classical music and travel. I like photography as well. I was a photography editor for a national photography magazine in China before I came to the States. I have broad interests including arts and sciences both social and natural science. However, all world issues are interdisciplinary. Travel provides me opportunity to understand all different kinds of things. I try to make connections among different things.

I like to learn different cultures and would like to figure out why they exist. I have always ask my students who take study abroad to China with me what the Great Wall has to do with average people's daily life in China. To answer the question, it requires understanding of philosophy, history, and cultural development of China. I ask the similar questions of myself when I travel. I share my experiences with my students.

Favorite film/book : This is hard to answer. There are so many interesting films and books coming out each year. But, I would like to share a poem, The Sail, with you. The poet is one of the most famous poets, novelists, and writers in the world, Russian, Mikhail Yurevich Lermontov. I started recite the poem in Chinese translation since I was sixth grade. I have developed different understandings at different times in my life. One day, several years ago, I was reading The Sail at home and suddenly answered the questions posed in the poem. I had never responded to it by answering the questions before. I stopped the reading and reflected on my answers and wonder why I did it in the way I did. I found the connections between the poem and myself. Then, I made a copy of The Sail to hang on the wall in my home office, so I can see it all the time when I work there. I spend a lot of time in the room everyday.

The Sail

(Translated by Dr. Fred Patton, 2007)

A lone sail shows white
In the haze of the pale blue sea!
What does it seek in a distant country?
What did it abandon in its own native land?

With the heave of the waves, the whistling wind,
The mast does bend and creak...
Alas! It seeks not happiness,
Nor from happiness does it flee!

Beneath it – a flow lighter than azure,
Above it – a golden ray of sun...
But this one – the rebel – begs for a tempest,
As through in tempests there were clam!



Favorite food: I love all different kinds of food. Lobster is my favorite American food and I try to convince visitors from China to try lobster with hot butter, the American way, as they believe Chinese cuisine has much better taste.

Favorite quotation: Einstein, "We can't solve problems by using the same kind of thinking we used when we created them." "Intellectual growth should commence at birth and cease only at death"

Persons with greatest impact on your personal development: The more I think about it, the more I realize it is my parents. When they were forced to move out a 23-room courtyard house into a 3 - tiny room unit and had lost everything they had including their freedom of being with their young children during the Cultural Revolution in China in 60s, they did not lose their hope for life. They taught me to take personal responsibilities, good work ethics, set goals for life, understanding science and appreciate nature and the human civilizations.

Biggest pet peeve: Unprofessional and dishonesty. I believe in work hard and work toward common good and I certainly cannot stand any unethical behaviors.

One aspect of your life you would like to change: I'd like to have my parents with me. I'd like to take care of them as the way they were taking care of me when I was little. Chinese calls that reverse nurturing. When they needed the care in their late years, I was too busy with my job and decided to put my job responsibility first. This decision has left eternal regrets for both my parents and me.

Multicultural Faculty Accomplishments (2007)

Teaching:

Wei Wei Cai

Coordinator of WCU Global Development Collaborative-Faculty/Staff Development Abroad Initiative in China. 18 faculty/staff participated in the May 2007 Global Perspectives in Higher Education International Conference in Guiyang, China. The conference was co-planned/sponsored by Guizhou Univ., WCU, and the Association of Universities of Asia and Pacific in the People's Republic of China.

Collaboratively with Professor John Baker, she developed a new exchange program with Capital Normal Univ., Beijing, China.

She developed a new SSC201 course, Global Perspectives, incorporating a study abroad trip to China for summer 2008. The trip was team taught by Drs. Gopal Sankaran, Chuck Shorten and Wei Wei Cai, from interdisciplinary perspectives.

Idna M. Corbett

HON-311 course co-taught with Dr. Mark Pavlovich includes a service learning component. Students are organized in teams and assigned to develop a grant proposal with a local social service agency. In Fall 2007, teams worked with the Amazon Center for Environmental Education and Research, Habitat for Humanity, Kendal Crosslands Communities, La Comunidad Hispana, Maternal Child and Health Consortium, WCU, and Volunteer English Program of Chester County.

Scholarship:

Afrand Agah

\$5500.00 Faculty Development Committee, WCU "Application of Game Theory in Prevention of Denial Service Attack in Wireless Sensor Networks".

A. Agah, M. Asadi and S. K. Das, "Prevention of DoS Attacks in Sensor Networks using Repeated Game Theory", book chapter, editor Y. Pan, Nova Science Publishers, Inc., 2007.

Mahrukh Azam

NSF-CCLI grant (\$150,000) "An Integrative Project-Based Biochemistry Laboratory Curriculum at WCU," a joint proposal with Drs. Frost, Knabb and Rieser-Danner for curricular reforms and to obtain new equipment for Biochemistry laboratory.

Andrew Butterworth, Lilyan A. Chirayath, Mahrukh Azam. "Interaction of Cationic Porphyrin with Quadruplex DNA structures." 51st Annual Biophysical Society Meeting, March 2007, Baltimore, MD

Andrew Butterworth, Lilyan A. Chirayath, Mahrukh Azam. "Interaction of Copper Cationic Porphyrin with Quadruplex DNA structures." First International meeting on Quadruplex DNA, April 2007, Louisville, KY

M.Azam cont'd.

Technology Fund Grant (\$35,000) "Implementation of Computer-Integrated Spectrophotometers in the Biochemistry Laboratory Curriculum" to purchase equipment to enhance the student learning experience at WCU and to ensure that WCU graduates are competitive in the technologically sophisticated workplace in the area of biochemistry.

Marshall J. Becker

2006a Anadromous Fish and the Lenape. *Pennsylvania Archaeologist* 76 (2): 28-40.

2006b Foragers in Southern New England: Correlating Social Systems, Maize

Production and Wampum Use. *Bulletin of the Archaeological Society of Connecticut* 68: 75-107.

Timothy Brown

Brown, T.J. (2007). African American rhetoric: Cultural pluralism and the public speaking classroom. *The Communication Annual*, 63, 8-32.

Remland, M., Brown, T., & Neal, K. (2007). *Argumentation and debate: A public speaking approach*. Dubuque, IA: Kendall/Hunt.

Brown, T.J. (2007, October 19). Practicing what we teach: The pedagogy of race, ethnicity, culture, & power (panel organizer/participant). Annual conference of the Pennsylvania Communication Association, State College, PA.

Brown, T. J. (2007). *Unforgivable Blackness: When the Devil is On Our Team* National Communication Association conference, Chicago.

Wei Wei Cai

Intercultural competency: Analysis of cultural differences between US and PRC, (Nov. 2007), Capital Normal University, Beijing, China invited Speech

Global perspectives in children's literature (Oct. 2007), co-presented at PENN TESOL EAST Annual Conference, Philadelphia, PA

Dr. Cecilia Chien

"Dreams of a King: Qian Liu and the Wuyue Kingdom (907-978)" October 28, 2007 at the Mid-Atlantic Region Association for Asian Studies annual conference at the University of Maryland, she was also discussant and chair for other panels.

Angela T Clarke:

\$1500 CASSDA grant for a project entitled "A Pilot Test of the Coping with Stress Course in an Urban After-school Setting." This project will provide important pilot data for a larger research proposal that is currently under review with the National Institute of Mental Health.

Idna M. Corbett

Presented pre-conference institute at the Annual Conference of the College Reading and Learning Association. Institute title: Task Analyses as a Foundation for Hiring, Training, and Assessment.

Mildred C. Joyner

Newly elected as chairperson of the Living Beyond Breast Cancer (LBBC) org. in Ardmore, PA, eff. January 2008, Professor Joyner anticipates a national breast cancer conference sponsored by LBBC for the West Chester community in 2008/9. www.lbcc.org

Dr. Joyner, member of DNB First Board of Director's, and Bill Latoff Chairman of the Board of DNB First presented a check to James Trotman, Director of the FDI, to further the mission of FDI.

Professor Joyner also worked with Dr. Michelle Belliveau on a proposal that was funded for the third year for \$3,000 from DNB First for the BEST (bringing elders and students together) Program that the Undergraduate Social Work Program administers.

Gwenelle O'Neal

Learning Techniques and Multicultural Resources, at 29th International Symposium Association for the Advancement of Social Work with Groups. June 30, Jersey City, NJ

The Impact of Oppression on Multicultural Groups, Family Service Association of South Jersey, Atlantic City, NJ (5/15/07) and Mount Laurel, NJ (5/22/07)

Dr. O'Neal participated in the Civic Engagement Workshop, Jan 10, 2008. This resulted in a plan for a civic education unit for her course SWG 563- Advanced Social Work Practice in Communities during Spring 2008.

Gopal Sankaran

Participated in a workshop, *Crisis Emergency Risk Communication (CERC) Training for Pandemic Influenza*, organized by the Society for Public Health Education and supported by the CDC, in Chicago, IL on September 20/21. He received a Society for Public Health Education Scholarship to cover all expenses.

Invited reviewer of abstracts submitted to the International Health section for presentation at the 135th Annual Meeting of the American Public Health Association in Washington, D.C. in November 2007 and of manuscripts submitted to professional journals: *American J. of Health Behavior*, *Health Promotion Practice*, *J. of Postgraduate Medicine*, *Indian J. of Medical Sciences*, and *International Electronic J. of Health Education*.

Health traditions assessment: A step towards building cultural competency. 135th Annual Meeting of the American Public Health Association in Washington, D.C., on November 5.



Dr. Gopal Sankaran with Dr. Sung-hee Nam, President Daego Health College, South Korea

Gopal Sankaran Cont'd

Heritage assessment: An important step towards building cultural competency. 135th Annual Meeting of the American Public Health Association in Washington, D.C. on November 7.

Invited Presentations:

Responsibility I: Assessing Individual and Community Needs for Health Education. Test Preparatory Workshop for Certified Health Education Specialist (CHES) Examination at Saint Joseph's University, Philadelphia, PA Oct. 6 and in Newark, NJ Oct. 13.

Responsibility IV: Conducting Evaluation and Research Related to Health Education. Test Preparatory Workshop for CHES Examination at Saint Joseph's University, Philadelphia, PA, Oct. 6 and in Newark, NJ Oct. 13.

Introduction to Program Evaluation. Invited Workshop at the Fall 2007 Health Educator's Conference organized by the Pennsylvania Society for Public Health Education at WCU, Oct.12.

Karyn Usher

\$10,000.00 Agilent Technologies Chromatography Grant

Usher, Karyn M., Styborski, Andria L. Snyder, Scott H. "Extra Column Effects in HPLC: Peak Width Versus Symmetry" Eastern Analytical Symposium, Somerset, NJ, Nov 2007

Usher, Karyn M., Styborski, Andria L, Snyder, Scott H. "Dispersion: Following a Band of Molecules Through the Chromatographic System" Invited seminar, American University of Beirut, Beirut, Lebanon, June 27, 2007

Dr. Usher is also a Reviewer of technical manuscripts submitted to the Journal of Chromatography A and Journal of Chromatographic Science.

Naijian Zhang

Zhang, N. & Burkard, A. (in press). The counselor/client discussion of racial difference in cross-cultural counseling: A preliminary investigation. *Journal of Multicultural Counseling and Development.*

Naijian Zhang cont'd

Zhang, N., & Parson, R. (2007 August). Supervisory credibility and working alliance: A preliminary investigation. (Presented at the 115th American Psychological Association Convention (APA) in San Francisco, CA. August 17, 2007).

Duan, C., & Zhang, N. (2007 August). Rising needs, efforts, and successes of counseling psychology in China. (Symposium at the 115th American Psychological Association Convention (APA) in San Francisco, CA. August 20, 2007).

Service:

Wei Wei Cai

Wei Wei Cai represented WCU as co-chair of the Global Perspectives in Higher Education International Conference planning committee. This conference was in May 2007 in Guiyang, China, and was sponsored by Guizhou Univ., WCU, and the Association of Universities of Asia and Pacific.

Continuously serving on the Student Rating Instrument Committee

Idna M. Corbett

Facilitated retreat for Human Resources staff at Congreso de Latinos Unidos, Inc., the largest Latino social service agency in the Delaware Valley. Retreat was held on November 21, 2007.

Naijian Zhang

Co-chair, Evaluation Policy and Training Committee 2007

Karyn Usher

WCU Recruiter for the COMPACT Diversity Institute Conference, October 2007

Gopal Sankaran

Dr. Gopal Sankaran continues to serve as the Vice President on the Governing Board of the Cerebral Palsy Association of Chester County/Chester County Disability Services, which celebrated its 25th Anniversary in October 2007.

Dr. Sankaran served a two-year term as a Governing Councilor for the American Public Health Association. He also served as the chairperson for the Global Health APHA Connections Committee of the International Health section.

Dr. Sankaran served on the Collegium Charter School Science Fair Committee that organizes an annual Science Fair Competition for elementary school students in West Chester campus and middle and high school students in Exton campus. He will continue his service as a Judge for the Science Fair Competition.

Dr. Sankaran was elected in Fall 2007 to serve on the West Chester University Presidential Search Committee. In addition, he continues his service on the following University committees: Global Development Collaborative, Global Education Institute, Institutional Review Board, Human Subjects Committee, Service Learning Work Group, Multicultural Faculty Commission, and College of Health Sciences Continuing Medical Education Committee. He edits *M.P.H. Connections*, the newsletter of the Master of Public Health program.

Recognition:

Dr. Timothy Brown was named the Drum Major of Justice for 2008.

Wei Wei Cai received the 2007 West Chester University Civility Award. President Adler presented the Civility Award to Wei Wei Cai in front of West Chester University at the annual welcome address on September 6, 2007.

Dr. Gopal Sankaran was a recipient of a FSDAI—China 2007 grant. He traveled to the People's Republic of China in May 2007. He participated in the *Global Perspectives in Higher Education International Conference* (May 18-20) at Guizhou University, Guiyang Province, and presented a paper, *Transcultural Health—Principles and Practices* and moderated a panel discussion, *The collaborative relationships between universities and enterprises in the global higher education*. He shared this experience in a presentation, *Reflections on the FSDAI 2007--The China Experience*, at the Faculty-Staff Development Abroad Initiative 2007 China Post-trip Workshop at WCU, Sept. 19. Recognition continued

MULTICULTURAL

**The
Multicultural Faculty Commission
West Chester University**
309 Main Hall
West Chester, PA 19383

Website:
www.wcupa.edu/mfc

Phone:
610-436-2970

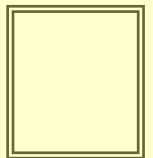
E-Mail:
tbrown@wcupa.edu

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Multicultural Faculty Commission
West Chester University
309 Main Hall
West Chester, PA 19383

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