INDIANA UNIVERSITY
SCHOOL OF EDUCATION
IUPUI

Dear Colleagues,

I am pleased to nominate Dr. Robin L. Hughes for the 2011 Chancellor's Diversity Scholar Award. Dr. Hughes' career has been solidly focused on diversity efforts, most notably around the philosophical underpinnings of race, issues of structural and institutional racism and the recruitment and retention of faculty of color in educational institutions. Her creative and open response to issues of diversity at IUPUI and in higher education are notable and worthy of this nomination.

Dr. Hughes work represents concerted efforts to raise awareness and effect change in diversity practices not only in her home discipline of education, but outward to campus and community. Her research efforts around diversity and equity issues at multiple levels, from P-20 education to faculty development, are well documented and demonstrate a high standard for an inclusive community for learning and for the greater democratic life we maintain.

Since joining the IUPUI faculty in 2005, Dr. Hughes work has centered on developing and building critical experiences for African-American students at IUPUI and throughout Indiana. Her research, teaching, and service are an interconnected and powerful demonstration of Dr. Hughes' work around diversity. She has served on numerous statewide committees including the Indiana Commission on African American Males, the Indiana Civil Rights Educational Committee, Indiana Commission on the Social Status of African American Males. In addition, she has served as the guest speaker for the Indiana Black Caucus, the Lily Foundation and countless student organizations.

As a regular presenter at a wide range of academic conferences, Dr. Hughes' research emphasizes the issues and challenges of diversity efforts within higher education both for students of color and for faculty. Her numerous publications reflect a philosophy of equity and an unwavering call to carefully examine institutional practices and policies that undermine the opportunities for students and scholars of color, and that fundamentally degrade organization's capacity to investment in its human resources, and that demonstrate accountability.

Dr. Hughes contributions to IUPUI closely align with the campus Diversity Goals, most notably in representational diversity, curricular transformation, and institutional leadership.

Representational Diversity--Dr. Hughes ably researches, teaches and supports efforts for stronger representation of students of color. Her research on African-American disproportionality in education reveals a solid pursuit of inquiry that not only calls into question institutional practices, but reveals cultural undertones that

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reinforce challenging practices. Her work with the Student African-American Brotherhood (SAAB) at IUPUI demonstrates an important effort to support and recruit black male students and see them through graduation and into successful lives.

Curricular and Co-Curricular Transformation – Across Dr. Hughes courses students will find a very focused lens of Critical Race Theory, an orientation to understanding diversity as a critical element of equity, and a respect for the needs of all people to achieve. Her publications in this area emphasize the importance of looking critically at all aspects of teaching in higher education and the extent to which systems and structures within pedagogy support students.

Institutional Leadership and Commitment – Dr. Hughes is an important voice in higher education work both nationally as well as at IUPUI. She is actively involved in the School of Education's Structural Racism Group, an ad-hoc committee that meets to discuss and develop position statements on diversity issues for faculty around teaching, research and service. Her leadership within the SOE on this issue has been paramount in helping to address issues of expectations for promotion and tenure, as well as annual review, as well as a demonstrated effort to support and promote the work of faculty of color across campus.

As the accompanying dossier will demonstrate, Dr. Hughes' work expresses a deep and grounded orientation to diversity, equity and social justice. Her efforts to call out issues and reflect critically on institutional practices is significant in helping to build IUPUI's reputation, but more importantly in helping to make IUPUI a place where all can accomplish great things. As a scholar addressing issues of equity, racism and injustice, her work reaches farther than the classroom walls. Her efforts work across the multiple boundaries of race, of campus and community, and perhaps most importantly for education at all levels. For these reasons, I feel Dr. Hughes is worthy of recognition.

Respectfully,

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