



The SMLR-DEI committee is excited to be back from our summer break to bring you our 4th newsletter!

In this issue, we highlight recent NSF grants received by the Education and Employment Research Center and Professors Helen Liu and Yana Rodgers; spotlight Khaleef Crumbley, Business Manager, and Associate Dean for Diversity, Equity, and Inclusion, Tracy F. H. Chang; and share a learning opportunity from Marta Pulley, Instructional Technology Specialist.

If you would like to showcase your DEI research or event in an upcoming newsletter, please contact **Ludine Daux** (ludine.daux@rutgers.edu). We also invite you to contact us if you would like to be featured in the Faculty and Staff Spotlight.

DEI in Action **National Science Foundation Grants**

Education and Employment Research Center (EERC) has been awarded a 5-year, \$2.8 million National Science Foundation (NSF) grant to lead a research hub on the S-STEM program designed to promote success among low-income students in STEM fields. The project, "[Developing and Sharing Research on Low-Income Community College Student Decision-Making and Pathways in STEM](#)," involves partners from the University of Washington, the University of South Florida, and the Foundation for California Community Colleges.

Professors Helen Liu and Yana Rodgers have received a NSF grant to research the impact of wearable technology on employment opportunities in construction, especially for women and other underrepresented. Their project "[Wearable Safety Sensing and Assistive Robot-Worker Collaboration for an Augmented Workforce in Construction](#)" is part of NSF's Future of Work at the Human-Technology Frontier-Collaborative Research. The research team also includes Jingang Yi (PI, Mechanical Engineering) and Jie Gong (Civil Engineering).

Faculty & Staff Spotlight Get to know our SMLR Community



Tracy F. H. Chang

Associate Dean for Diversity, Equity, and Inclusion
Associate Professor, Labor Studies and Employment Relations

What do you enjoy about your role?

Since I stepped into the role as the Associate Dean of DEI at SMLR, I have enjoyed meeting and getting to know faculty and staff and working with colleagues across SMLR. Surveying the landscape of approaches to DEI work has been enlightening. It has been an exhilarating experience of building new networks and reconnecting with previous ones. One of our priorities this year is inclusive teaching and learning practices, which I am very passionate about. I appreciate having the opportunity to listen to diverse viewpoints and develop inclusive solutions. I have enjoyed very much the journey of learning and growth so far.

What is your cultural or ethnic background and how has it shaped your work/career?

I was born and grew up in Taiwan. After graduating from college, I came to the U.S. and landed in the heartland of America, Iowa. I completed my Ph.D. in Sociology at the University of Iowa. During the last few years of my Ph.D. study, I became a leader in the unionizing campaign of graduate employees. This experience led me to my early career as a labor educator and researcher. I started this career in the American deep south - Alabama! This career trajectory is not typical for my background.

Where have you traveled? What is your favorite vacation spot and why?

In recent years, my husband and I have travelled primarily to Asia, visiting my family and joining high school and college reunions in Taiwan. I love the street foods, night markets, and temples, which have been preserved and remained major attractions for international tourists as well as locals. I also travelled several times to India and stayed in an “ashram” in southern India, imbibing non-violence as a way of life and the multi-dimensionality and profoundness of yoga. I trekked Mount Kailash (22,000 ft) in Tibet, one of the world’s most sacred and mysterious mountain peaks.



Khaleef Crumbley

Business Manager, Office of the Dean

What brought you to your work?

When I finally decided to go back to school, I took Econ 101 and all of the concepts came naturally. I went on to get a master’s degree in Economics and one of my concentrations was financial economics. I actually expected to be doing more macro analysis, but I took a temporary job doing project accounting and that has led to almost two decades in this field.

What do you enjoy about your role?

I enjoy being able to make difficult processes easy to understand or easy to navigate. I get to do the latter daily in this role, and it makes me feel like I’m a resource to others.

Who is the most famous person you’ve met?

Whitney Houston. I met her in the doctor’s office on the day she found out she was pregnant with her daughter. She was very nice/sweet and down to earth – so much that I didn’t even

recognize her until after she left and my mother told me who it was.

Cultural Responsiveness (CR) in the Learning Environment

Thursday, November 3 at 3:00 PM

This will be a multi-session presentation. In the first session, we'll explore the definition of Cultural Responsiveness, adverse effects of the absence of CR in learning environments, discuss the different CR Frameworks, CR application Tiers and Standards. Subsequent sessions will focus on the systematic approach of implementing CR, reviewing examples, and the actual implementation.

Register by clicking [here](#).

Friendly Reminders:

Are you interested in professional development? Have you identified an opportunity? You can [request coverage of professional development expenses](#) by the SMLR Dean's Office.

Recognize one of your staff colleagues' excellence and achievement within our school community by completing the [SMLR staff recognition form](#). The Dean's office will formally recognize these individuals later in the semester.

Thank you to all of our faculty and staff who have been committed to helping SMLR achieve its DEI Vision:

In support of Rutgers' strategic priority of building a more diverse, equitable, and inclusive community, SMLR is committed to recognizing, addressing, and eradicating racism and all forms of oppression. We will be a welcoming place that values and promotes diversity, provides equitable access to all opportunities, and provides an affirming environment for all faculty, staff, and students. We are united in our pursuit to be a place where we can all thrive in our work/learning and feel a sense of respect and belonging.

[Check out our DEI Resources](#)

School of Management and Labor Relations Diversity, Equity, and Inclusion Committee