



teach counsel create  
pursue mobilize serve administrate  
think, unite inspire learn  
commit generate lead educate

**Institute for Recruitment of Teachers (IRT)  
Phillips Academy, Andover, MA**

# IRT Newsletter

## Message from the Executive Director

This year as in the past four years, we have processed nearly 300 applications to the IRT. The students who are attracted to the IRT programs and the success of its students clearly opt away from professions in which they could make significant money. They are driven by their idealism to give back to the communities from which they hail. They firmly believe that the only way to achieve a productive and fulfilling life is first through acquiring a good education.

In secondary education, a growing number of high-performing charter and public schools are meeting the challenge of educating their students by instituting radical change: extending the school day, providing intensive tutoring, reducing class size, allowing principals greater latitude in teacher hiring, and by addressing school issues through faculty

initiatives.

At the undergraduate and graduate school level, students are pinched by rising costs in tuition. The American Council on Education reports that 76 institutions had endowments over \$1 billion last year and about one third had less than \$50 million. More and more these days, we hear that trustees of colleges and universities need to allocate more of their endowments to tuition and fellowship aid. Rising costs for advanced degrees must be addressed if we are to continue to attract some of the most gifted undergraduates into higher education.

America still poses the finest university system in the world, but it is distressing to note our lackluster ranking among developed countries in regard to num-



bers of graduates from high schools and colleges. Students, teachers, superintendents, provosts, presidents, parents and politicians – we all have to do better in the coming years.

*Kelly Wise  
Founder & Executive Director*

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## IRT 2008 Cohort

The quality of applicants to the IRT has always been high and in the last two years, the number of talented undergraduates applying to the IRT has even increased.

From nearly 300 applicants last year, we selected 92 students, 35 of whom are applying to schools of education to earn advanced degrees in Elementary or Secondary Education, Instructional Technology, Higher Education, School

Counseling, Social Foundations of Education, and Educational Policy. In the Arts and Sciences, our students are applying for Master's degrees and Ph.D.s in familiar fields such as English, History, Anthropology, American Studies, and Sociology. We have seen new interest in applications to Philosophy, Kinesiology, Ethnomusicology, Art History, and Economics.

## Summer Workshop 2008

In late June, we welcomed a diverse group of thirty interns consisting of 12 males and 18 female students from a pool of ninety-five applicants to the summer workshop. Besides former Director Chera Reid, our summer faculty included three full-time professors, Dr. Clement White, Dr. Reginald Wilburn (IRT class of '98), and Dr. Shani Mott (IRT class of '97), as well as a third-year Ph.D. candidate at Yale University, Mónica Martínez (IRT class of '05), a recent IRT alumna now pursuing her Master's degree in Higher Education

Administration at the University of Pennsylvania, Maly Fung (IRT class of 07), and current IRT Director Asabe Poloma.

The students arrived prepared for intense dialogue and critical engagement in political, cultural, and social issues that will inform their graduate experience and professional careers as teachers, professors, counselors and administrators.

They were not disappointed. The focus of their inquiries was on methodology

and pedagogy of education, race, ethnicity, class, and critical and cultural theory. In particular, they read essays and articles by leading theorists, such as John Dewey, Paulo Freire, Charles W. Mills, Louis Althusser, bell hooks, Michel Foucault, and Judith Butler.

Theirs was a grueling schedule of daily seminars, a Graduate Record Examination (GRE) preparation course taught by two senior

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*Are you a rising college junior or senior? Or a high school counselor or teacher interested in pursuing his/her Ph.D.? IRT applications are now available online [www.andover.edu/irt](http://www.andover.edu/irt) and due April 1st, 2009*

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IRT Summer Interns, faculty and staff during the 2008 Cultural Event

Princeton Review instructors, and challenging reading and writing assignments. Guest speakers included educator/artist Cecilia Mendez (PA '90, IRT '99), Professor Mishuana Goeman (IRT '94), and author Angie Cruz (IRT '96). IRT faculty presented several chalk talk workshops on various topics including "Not Just Surviving But Thriving the First Year of Graduate School," "Drafting a Winning Statement of Purpose," and "Choosing a Research

Topic." IRT Advisory Board Member, Daniel Coleman, gave a most informative talk about the issue of securing and accepting viable fellowship aid, titled "Money Management/Financing Graduate School."

During the third week in July, the Annual IRT Recruiters Fair was held at Phillips Academy-Andover. The annual Admissions Information Sessions were eagerly attended by admissions officers and

deans from 33 colleges and universities. Including more than thirty Associates who joined the summer workshop students for these sessions, visiting administrators and students filled McKean Hall to discuss various graduate school offerings and funding opportunities within the consortium.

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## IRT Alumni News

**Shana Redmond** (IRT class of '01) who earned her Ph.D. in African American Studies and American Studies from Yale University in 2008 was recently hired as Assistant Professor of American Studies and Ethnicity at the University of Southern California. She is currently working on her manuscript, "Anthem: Music and Politics in Diaspora," focusing on 20th century black music as an articulation of identity, labor and radicalism.

Congratulations to **Z'étoile Imma** (IRT class of '03) whose essay "Under Western Eyes: The Gaze and African Woman Body in Ousmane Sembène's Mooladadé" has been accepted for publication in the inaugural issue of *Visions: A Journal of Literary and Cultural Studies*. This paper was previously presented at the African Studies Association Meeting last year.

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## IRT Making a Difference:

- Over 1,100 IRT alumni nationwide
  - Approximately 112 Ph.D. degrees earned
- ...and counting!
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## IRT Student Matriculation History (1991-2008)

Boston College	38	Purdue University	68	U of Maryland College Park	15
Boston University	14	Rice University	5	University of Michigan	84
Brandeis University	5	Rutgers University	21	University of New Hampshire	14
Brown University	44	Simmons College	19	U of North Carolina Greensboro	11
City University of New York	23	Stanford University	24	University of Notre Dame	6
Columbia University	13	Tufts University	48	U of Pennsylvania	31
Columbia Teachers College	29	University of Arizona	-	U of Rhode Island	48
Cornell University	16	U of California Berkeley	23	University of Rochester	7
Duke University	30	U of California Davis	4	U of Southern California	25
Emory University	21	U of California Los Angeles	11	University of Texas Austin	12
Harvard University	49	U of California San Diego	3	University of Vermont	24
Howard University	1	University of Chicago	43	University of Virginia	25
Michigan State University	38	University of Connecticut	46	Washington State University	5
New York University	48	University of Florida	8	Washington Univ., St. Louis	20
Princeton University	17	University of Maine	4	Yale University	18

## In Praise of Our Work...

"Words cannot adequately express my appreciation for your support through this application cycle...your time, energy and attention will make a world of difference as schools review my materials."

**Christin Taylor, IRT '08**

"I'm so grateful for the IRT's valuable advice throughout the graduate school application process, which has now been greatly demystified, thanks to the staff. It is clear that the program serves a critical need in academic and teaching communities, and I am thankful."

**Ah-Young Song, IRT '08**

"I feel IRT helped me see myself as a scholar and future professor; it made the possibility of graduate school real for me and convinced me to pursue higher education...some people say there is no place like 'Berkeley.' I can now say there is no program like IRT."

**Carlos Macías Prieto, IRT '08**

## How You can Help!

- Recommend a student
- Donate
- Assist with recruitment on your campus. Contact us to find out when a recruiter is coming near you!
- Host an alumni gathering for new IRT students to your campus or city
- Submit an article or a feature story for the IRT newsletter or contact us to share your news!
- Mentor IRT students matriculating to your college/university

## Announcements

### ALUMNI OUTREACH

The IRT welcomes your continued engagement with the office. Please take a few moments to email us with any alumni updates that you may have including receipt of Master's or Ph.D. degrees, dissertation topics, promotions, recent papers, presentations, publications, or academic awards, marriages, births etc. for possible inclusion in the next newsletter. We look forward to hearing from you!

### IRT RECRUITER COMING TO YOUR CAMPUS

Jan. 28-30: Spelman College, Morehouse College, Clark Atlanta University  
 Jan. 29-30: University of Arizona  
 Feb. 9-10: U of California, Berkeley  
 Feb. 9-11: University of Virginia  
 Feb. 10 or 11: Cornell University  
 Feb. 10-11: Stanford University  
 Feb. 12: Hamilton College  
 Feb. 12: San Francisco State University  
 Feb. 17: Youngstown State University  
 Feb. 18: Cleveland State University  
 Feb. 19: Oberlin College

Feb. 22-24: Swarthmore College, Haverford College, Bryn Mawr College  
 Feb. 25: Wright State University  
 March 3: Smith College  
 Mar. 4: U Maryland College Park  
 Mar. 5: U Maryland Baltimore County  
 Mar. 5: Hampshire College  
 Mar. 10-11: Purdue University  
 Mar. 12: Ball State University  
 Mar. 13: University of Chicago

Refer outstanding college students on your campus to attend an IRT information or interview session.

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## Summer Workshop 2008

*Continued from page 2*

Professor Sheri Notaro, new Chair of the Annual Meeting of Consortium Deans & Administrators and Associate Dean of the Graduate School of Arts and Sciences at Washington University in St. Louis remarked, "Because of the extraordinary preparation and support for graduate study provided by IRT, graduate programs across the country are increasing in quality and diversity."

It was gratifying to hear students speak later about the enthusiasm with which they were received by the visiting administrators. Soon thereafter they began to receive email messages and phone calls from professors in various departments in these universities. This spring IRT students are undertaking funded visits to consortium campuses in preparation for matriculation in fall 2009.



2008 IRT Slogan "Rooted in Change...to become the dream weavers of tomorrow"