October 8, 1987

Dear Chairpersons, Deans, Directors and Vice Presidents:

Affirmative action at The Ohio State University formally began fifteen years ago when this University created an office to foster compliance with newly created federal guidelines and legislation. Since that time the academic and cultural value of affirmative action as an independent goal has been demonstrated. While we may have been prompted initially to overcome the effects of past discrimination without fully realizing the many benefits that would be brought to the campus by affirmative action efforts, the entire academic enterprise has been and continues to be strengthened by affirmative action.

Last spring we began the process of creating new organizational, communication and programmatic structures for our campus' affirmative action work. Our first step was to form a new council, the University Affirmative Action Council.

The charge to the University Affirmative Action Council is four-fold:

- to provide a forum to discuss, develop and maintain affirmative action programs, policies and services;
- to collaborate on an institution-wide process for setting and reaching agreed-upon affirmative action goals;
- to advise the associate executive officer for affirmative action on operations and policies for the Office of Affirmative Action;
- and to develop positive communications for and about affirmative action on campus.

The Council is chaired by Dr. Franklin Simpson, Jr., the associate executive officer for affirmative action. Its membership is comprised of senior faculty and staff appointed by their dean or vice president. These individuals embody and represent the leadership strength created by the entire University community’s commitment to affirmative action.
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The Council includes: Ann Ackermann-Brown, Biological Sciences; Teresa Barnes, Regional Campuses; Arthur W. Brodeur, University Communications and Development; Jim Buffer, Education; Elizabeth Burns, Nursing; Bunny C. Clark, Mathematical and Physical Sciences; Margaret Coleman, Social Work; Ruth Conone, Home Economics; Don Dell, Social and Behavioral Sciences; Jean Dickerscheid, Graduate School; Stephanie Echols, Personnel Services; Jill Fatzer, University Libraries; Frank Gibson, Business; Richard Hill, Optometry; Rich Hollingsworth, Student Affairs; Betty Jo Hudson, University College; Lynn LeMaster, Veterinary Medicine; K. Michael Moreland, Finance; Leibert Morris, Medicine; Kenneth W. Reisch, Agriculture; Patricia Riechel, the Arts; Rhonda Rivera, Law; Jane Snyder, Humanities; Theodore D. Sokoloski, Pharmacy; Richard Stoddard, Research and Graduate Studies; Margene Swanson, Council of Graduate Students; Judy Vertikoff, Business and Administration; James R. Walker, University Hospitals; Richard Wharton, Engineering; Mary Winter, Dentistry; a representative of Undergraduate Student Government; and a representative of Inter-Professional Council.

Please announce this Council, its functions, and your representative’s name to your college or area. It is important that everyone know your link to this Council.

It is important that you call upon Dr. Franklin Simpson, your representative and this Council for guidance and support with your unit’s and our University’s affirmative action program. If you have programmatic or policy suggestions related to affirmative action, these may be forwarded to the Council for their review and action.

Sincerely,

[Signature]

Sue A. Blanshan, Ph.D.
Executive Officer

SAB/smb

cc: Edward H. Jennings
Council forms to support affirmative action goals

The University Affirmative Action Council was created last spring as the first step in Ohio State's process of creating new organizational, communication and programmatic structures for the campus' affirmative action work.

The council was created to:

• provide a forum to discuss, develop and maintain affirmative action programs, policies and services;
• to collaborate on an institution-wide process for setting and reaching agreed-upon affirmative action goals;
• to advise the associate executive officer for affirmative action on operations and policies for the Office of Affirmative Action;
• and to develop positive communications for and about affirmative action on campus.

Franklin Simpson Jr., the associate executive officer for affirmative action, chairs the council. Its membership is composed of senior faculty and staff appointed by their deans or vice presidents.

"These individuals embody and represent the leadership strength created by the entire University community's commitment to affirmative action," says Sue Blanshan, executive director for human relations.

The council includes: Ann Ackermann-Brown, biological sciences; Teresa Barnes, regional campuses; Arthur W. Brodeur, University communications and development; Jim Buffer, education; Elizabeth Burns, nursing; Bunny C. Clark, mathematical and physical sciences; Margaret Coleman, social work; Ruth Conone, home economics; Don Dell, social and behavioral sciences; Jean Dickerscheid, Graduate School;

Stephanie Echols, personnel services; Jill Fatzer, University libraries; Frank Gibson, business; Richard Hill, optometry; Rich Hollingsworth, student affairs; Betty Jo Hudson, University College;

Lynn LeMaster, veterinary medicine; Michael Moreland, finance; Leibert Morris, medicine; Kenneth W. Reisch, agriculture; Patricia Riechel, arts; Rhonda Rivera, law;

Jane Snyder, humanities; Theodore D. Sokoloski, pharmacy; Richard Stoddard, research and graduate studies; Margene Swanson, Council of Graduate Students;

Judy Vertikoff, business and administration; James R. Walker, University Hospitals; Richard Wharton, engineering; and Mary Winter, dentistry. Also on the committee are representatives of Undergraduate Student Government and the Inter-Professional Council.

Members of the University community are encouraged to call upon these individuals and the council for guidance and support with the affirmative action program. Program and policy suggestions may be forwarded to the Affirmative Action Council for review and action.

For further questions, call Blanshan at 292-4747.