



The Ohio State University

NEWS

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(LO)

COLUMBUS, Ohio -- Edward H. Jennings, president of Ohio State University, has named 18 faculty, staff and students to a special committee that will review the university's efforts to promote affirmative action and equal opportunity.

In announcing the composition of the President's Committee on Affirmative Action, Jennings said in a prepared statement that "we have made progress in our affirmative action efforts in recent years, but there is still more we need to do.

"This committee will identify ways in which we can move beyond enforcement and make our policies affirmative in the very best sense of that word."

Jennings has asked the committee "to undertake a comprehensive reassessment of the entire scope of affirmative action at Ohio State, to find new ways to enhance our progress, and to chart a strategy for improvement over the next five years."

The president also asked the committee to submit its report and recommendations to him by next May 15.

Named to chair the committee was Mari R. Jones, professor of psychology. Appointed as committee members were:

Michael Bailey, a graduate student.
Phyllis J. Bailey, associate director of athletics.
Josue Cruz Jr., assistant vice provost for minority affairs.
Maria Teresa Cueto, a graduate student.

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Betty Jo Hudson, assistant dean of University College.
Paul D. Isaac, associate professor of psychology.
Stanley J. Kahrl, professor of English.
Warren L. King, director of the Office of Disability Services.
Julian H. Markels, professor of English.
Minnie M. McGee, assistant dean of the College of Engineering.
James E. Meeks, dean of the College of Law.
Rhonda R. Rivera, associate dean of the College of Law.
Yolanda Robinson, secretary in the Department of Black Studies.
Ethelrine Shaw, associate professor of nursing.
Mac A. Stewart, associate dean of University College.
Howard B. Williams, assistant professor of veterinary physiology and pharmacology.
Patricia A. Williams, administrative assistant to the university ombudsman.

Sue A. Blanshan, coordinator of the Office of Women's Services, will be the administrative liaison with the committee.

In a speech to the University Senate last September, Jennings announced that he would establish the committee.

Formation of the committee was the latest in a series of actions to promote affirmative action at Ohio State. In the past two years, at the direction of the president, the university has put into place three new initiatives:

-- The Affirmative Action Grants Program which provides seed money for innovative projects conducted by faculty or staff to promote equal opportunity among students and employees.

-- The Administrative Development Program which supports career development among women, minorities and disabled persons on the university's staff.

-- The Distinguished Affirmative Action Awards Program which annually recognizes faculty and staff members and departments, offices, and campus organizations for exemplary contributions to affirmative action.

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Written by Steve Sterrett.

Report claims OSU

By Melissa M. McCoy

Lantern staff writer

Ohio State is not doing enough for minority students, according to a report released Wednesday by the President's Committee on Affirmative Action.

While Ohio State is within state and federal affirmative action guidelines, it needs to take a more active role in recruiting and retaining minority students, faculty and staff, the report said.

The report was prepared by a 22-member committee, which was formed to examine Ohio State's Affirmative Action Program.

Sue Blanshan, a committee member and currently on special assignment in the president's office, said Ohio State administrators

thought following the federal and state guidelines would be sufficient for addressing the problem, but now they realize it is not enough.

"We don't have the kind of representation we'd hoped to have when we started affirmative action 10 years ago," Blanshan said.

Recommendations made by the committee are aimed at making the university community more aware of the problems and concerns of minority students, faculty and staff, Blanshan said.

"Although there are a lot of people who care about affirmative action, some people haven't spent a lot of time thinking about it," she said.

According to the report, affirmative action targets such groups as blacks, women, Vietnam

veterans, the handicapped and homosexuals.

The committee's report, which has been presented to President Edward H. Jennings for review, calls for a major attitude change from faculty, staff and students towards affirmative action.

Blanshan said some people view affirmative action as a threat to academic quality.

"We (the committee) feel we should recruit students and faculty from a group including all types of people. Then we should choose the best person from all of them," Blanshan said.

The report said that women faculty at Ohio State rank ninth in the Big Ten, in terms of several variables, including retention and promotion.

minority programs weak

Women faculty at Ohio State are more often assigned tasks with a lot of work and little reward, the report said.

While the enrollment of women students has slightly increased, the total enrollment for black students has dropped to only four percent, the report said.

The committee calls for more recruitment to increase the number of black and other minority students who apply to Ohio State.

The report outlines a five-year plan which says "Pres. Jennings should take bold and highly visible steps toward achievement of an affirmative action advocacy plan at Ohio State University."

Jennings declined to comment on the report until Saturday's University Senate meeting.

Blanshan said the committee stressed the importance of administrative and faculty support as imperative to the success of the new plan. People in the OSU community need to look at leaders who support the committee's efforts, Blanshan said.

The plan also calls for an expansion of the Affirmative Action Office, including a chief coordinator who will work closely with Jennings and other administrators, an advisory committee and increased educational programming for students, faculty and staff.

Betty Jo Hudson, committee member and associate dean of University College, said it will take time to effectively institute the recommendations made by the committee.

She said social change moves slowly, but that should not discourage minority students.

Everyone in the OSU community needs to be aware of affirmative action problems, she said. "It's so easy to think that somebody else will take care of it," she said.

"We think that when we pass legislation, that it's always carried out adequately," Hudson said.

Blanshan said Ohio State's willingness to look at its problems should be commended.

"Being self-critical is not a terrible thing, it just indicates that you're being open-minded."

Although Ohio State has made attempts to improve its affirmative action standards, it wants to become a national leader in the area, Blanshan said.

Study group's report raps affirmative action at OSU

By JEFF GRABMEIER
C-J Staff Writer

Progress on affirmative action has "virtually ceased" at Ohio State University, and officials need a new commitment to improve the status of women and minorities on campus, according to a report a university committee released yesterday.

The 20-member **Committee on Affirmative Action** presented a 90-page report to OSU President Edward Jennings that recommends a sweeping five-year plan to strengthen the university's affirmative action policies.

Included is a proposal for a larger and more powerful Office of Affirmative Action that could impose sanctions against departments that are not aggressively helping women and minorities.

Last spring, Jennings formed the affirmative action committee, which is made up of faculty and staff members and chaired by psychology Professor Mari R. Jones. The panel worked six months to prepare the report.

The committee concluded that "affirmative action still remains a conspicuously unsolved problem" at OSU, despite progress during the past 15 years.

"Ohio State has not yet fully committed itself to affirmative action as a positive and independent goal," the report said.

The committee said OSU has simply reacted to federal guidelines on affirmative action, instead of pursuing its own goals for equality.

OSU's affirmative action policies have been "primarily passive re-

sponses to imposed federal guidelines and even these modest advances have virtually ceased," the report charged. "The university as a whole has been marking time on affirmative action for some years now, and the insufficiency of a compliance approach is evident in recent statistics."

According to the committee, minorities make up 6.8 percent of the student body at OSU, while the overall minority population in Ohio is 11.1 percent.

The report also said the number of women and minority faculty at OSU has not increased significantly during the past five years.

To improve, the university must enter "a new era of affirmative action advocacy," the committee said.

"Its goal is not a foot-dragging improvement in numerical representation, but a widespread change in attitude, a new spirit of welcome . . .," the report said.

As part of a five-year plan to improve affirmative action, the committee recommended that the university's Office of Affirmative Action be expanded and given greater responsibilities.

Sue Kindred, the director of OSU's Office of Affirmative Action, said in an interview yesterday she has several concerns about the committee's report.

Kindred, who was not on the committee, said she agrees with the panel that much remains to be done to improve affirmative action at OSU.

But she said the statistics on the number of minority and women students and employees at OSU were

not put into proper context in the report.

While the minority levels seem low, OSU is doing "no better and no worse" than other Big 10 schools, Kindred said.

"We have made significant strides in the past 10 years," she said. "But the pool of available black students has plateaued. It is a national trend."

In a prepared statement, Jennings said the report "represents a significant contribution to the long-term future of this institution. We are committed to assuring our leadership record on affirmative action."

Affirmative action focus

By Melissa M. McCoy
Lantern staff writer

Ohio State must go beyond its "legal and moral obligations" to improve the quality and diversity of its students, faculty and staff, said President Edward H. Jennings Saturday during his State of the University address to the University Senate.

Jennings, referring to a report by the The Affirmative Action Committee which found OSU af-

firmative action needed strengthening, said search processes for students, faculty and staff need to be nationwide to ensure that Ohio State is recruiting the best possible people in each of those areas.

"We cannot be a truly great institution without making every effort to embody society's full cultural richness and diversity," Jennings said.

He said he will appoint an executive officer for human relations

in the near future to develop a strategy for carrying out the recommendations made in the report and by the Career Development Committee.

Jennings said transfer admissions will concentrate on recruiting graduates of two-year colleges in Ohio, especially minority students.

He also said he would ask the Faculty Council and the entire OSU community to decide whether Ohio State needs to review its curriculum. Jennings said the Council

of Jennings' speech

may decide that OSU students need more coursework in the liberal arts.

"Educational breadth is an essential ingredient of any baccalaureate degree," he said. "I would hope that the faculty can focus significant attention on addressing this issue."

Jennings addressed other university concerns in his 45-minute speech:

- West Campus classes are already being moved to central campus, but

the move will not be completed until 1987, Jennings said. Moving the classes will improve the academic environment for OSU freshman, he said.

- There will be no increase in tuition next year, Jennings said.

David Boyne, associate provost in the office of academic affairs, said the departments of dance, physics and history have all been awarded funds through the Academic Challenge program.

Boyne said the program

recognizes OSU departments for academic excellence. He said other OSU academic departments will also be receiving monies this year.

In University Senate legislation, a proposal was passed that allows faculty members to pursue OSU graduate degrees in disciplines outside their own fields.

The amendment is a change from the previous rule which did not allow faculty to obtain graduate degrees in any discipline at Ohio State.

Little is being done for OSU minorities

By Ruth Hanley
Dispatch Staff Reporter

10-3-85

Affirmative action at Ohio State University "still remains a conspicuously unsolved problem," says a 20-member committee that spent 10 months studying the status of blacks, women and other minorities on campus.

"Ohio State has not yet fully committed itself to affirmative action as a positive and independent goal," the committee report, released Wednesday, said.

"Whatever institutionwide advances we have made are primarily passive responses to imposed federal guidelines, and even these modest advances have virtually ceased."

EVIDENCE THAT the university has been "marking time" appears in recent statistics, the report said.

In the past decade, minority enrollment has risen only 1 percent, to 6.8 percent of the student body, the report said. Ohio's overall minority population is 11.1 percent. Four percent of OSU's students are black, while Ohio's black population is 10 percent, the report said.

OSU President Edward H. Jennings appointed the faculty, staff and student group in December after the OSU Committee on Women and Minorities sharply criticized the university for failing to hire more women and minorities for the faculty.

The president's committee, headed by psychology professor Mari Riess Jones, agreed with

that 1984 report, saying, "The progress of women faculty, in general, at Ohio State ... has been shown to be next to last in the Big Ten and among the poorest in the nation.

"Our record is no better for administrative, professional or civil service staff at Ohio State, where women and other targeted groups are disproportionately represented in low-paying positions with little hope for advancement and little provision for career development."

DESPITE THIS, OSU "has consistently been found in compliance with federal guidelines," the report said.

The committee's recommendations focused on closing the "performance gap between meeting federal guidelines and achieving genuine equal opportunity and security from harassment for all who study, teach and work at the university."

Recommendations include expansion of the affirmative action office to monitor progress and develop appropriate rewards and sanctions.

The committee also proposed a five-year advocacy program covering all aspects of affirmative action on campus, development of new grievance procedures and improvement of current harassment policies.

Jennings declined comment Wednesday. He said he will discuss the recommendations in his "state of the university" address to the University Senate at 9 a.m. Saturday.

OSU targeted to boost staff morale, programs

By Melissa M. McCoy

Lantern staff writer

Even though 82 percent of the OSU staff, who were randomly polled, said they are satisfied with their jobs, a committee is recommending that Ohio State needs to develop a more comprehensive approach in meeting the needs of its staff.

Ohio State should develop a working environment for its employees that combines affirmative action with educational programs aimed at improving job performance, and helping the staff further career goals, according to a report released by the Committee on Career Development.

The committee was comprised of 11 OSU staff and faculty members and addressed the needs and concerns of the OSU staff. Staff members include food service workers, secretaries and office workers, grounds keepers and many others. Though the report addresses staff concerns, some of the recommendations will apply to faculty as well.

The report, which was ordered by President Edward H. Jennings 10 months ago, identified the unsatisfactory progress of women and minorities, and the decline of employee morale as problems.

These findings are similar to those of the **committee on Affirmative Action**, which said not enough was being done for women and minority staff, faculty and students.

John M. Ellinger, committee chairperson, said Ohio State needs to implement an on-going assessment of the feelings and attitudes of the OSU staff.

"Keeping the staff informed is important. We need on-going communication," Ellinger said.

We want to take the excellence we already have and become a leader in higher education.

— John M. Ellinger

According to the report, not enough information is sent directly to employees, but rather is sent to directors, deans, and chairpersons. The committee is uncertain if the information reaches the employee.

Ellinger said Ohio State has more than 400 education and training programs for its staff.

"They (the programs) cover the breadth of a career. They cover personal life, job training and things like writing resumes," he said.

But the committee recommends that even more resources for the staff should be provided. Ohio State should become a national leader in career development, he said.

He said only a few universities in the country have integrated career development into a comprehensive program for their staffs. Career development includes additional educational programming for employees, and an emphasis on personal development and career mobility.

Ellinger said the committee's recommendations will take at least five to seven years to implement.

Jennings said, "It will take time, but I'm optimistic that it will work. Right now we need to focus on br-

inging the strategy together."

"I'm sure many of them (the programs) will work well, but some may not," he said.

Jennings said he will appoint an executive officer for human resources in the next few weeks who will begin to develop a plan of action for implementing the recommendations.

The following are some of the committee's recommendations:

- Additional training programs
- Employee orientation to the university
- Job and career information
- A career resource center
- Additional services targeted on career mobility for women and minorities

One employee who filled out the survey suggested an action line that staff could call any time to receive answers.

Other staff who filled out the surveys said they needed more information about how to be promoted in their jobs.

The report said Ohio State currently emphasizes employee classification, benefits and compensation. Organizing career development was not emphasized, according to the report.

Ellinger said Ohio State is fortunate to have many people on campus who have expert knowledge about career development. He said this will make it easier to implement the programs effectively.

Ellinger said the impact of the changes will not be immediate but will improve the system when they are implemented.

"We want to take the excellence we already have and become a leader in higher education," he said.

OSU sets date in quest to hire

By Ruth Hanley
Dispatch OSU Reporter

The 19 colleges at Ohio State University have until Feb. 1 to come up with aggressive plans to recruit more black faculty members.

The final version of OSU's affirmative action plan pushed back the deadline a month so the 3-week winter break would not interfere with the development of proposals, Associate Provost Barbara Newman said.

OSU AIMS to have the highest percentage of black faculty members in the Big Ten by the fall of 1990. OSU already has the most

black faculty members with 79, of about 3,400, but it ranks third in percentage.

Reaching the goal will be complicated because blacks receive only about 4 percent of the doctoral degrees awarded annually, Newman said. Doctorate recipients are the traditional source of new faculty members.

OSU administrators and deans no longer will be able to use the small pool as an excuse, she said. "If the pool is small, they should put the focus on what they can be doing to improve the pool."

Academic leaders whose units do not meet affirmative action

goals will be penalized by salary and budgetary reductions.

IN SEPTEMBER, OSU President Edward H. Jennings identified affirmative action as one of the university's most pressing issues. He will increase annual spending for affirmative action to \$7 million from \$5 million.

In October, OSU Provost Myles Brand released the first draft of what he described as "the most ambitious and extensive program any American public university has ever attempted."

OSU officials have met with community and campus leaders to discuss the proposals and solicit suggestions.

more black faculty

The final report was given to OSU deans this month, Newman said. The latest version contains few major changes, she said.

IN ADDITION to the faculty recruitment, the plan calls for:

- Increasing the number of black freshmen to 650 in 1992. It is 412 now.

- Personalizing the admissions process so blacks will know "we're glad they applied," Newman said. Other students also will benefit from the new attention, she said.

- Developing new courses, sections of courses and other activities emphasizing cultural and racial diversity. For example, stu-

dents will be told in freshman orientation, "We're proud of the variety of people who study and work here. This is a chance for you to meet a variety of people."

- Starting a Young Scholars Program for black sixth-graders who might not otherwise consider college. The program is being developed so 200 students from Ohio's major cities can be selected in the spring. The students will be guaranteed financial aid and admission to OSU if they get good grades and attend summer programs on the campus.

OSU also will set up three programs of community "mentors," or advisers.

OSU names affirmative action committee

By Monique Johnson
Lantern staff writer

Edward J. Ray, Ohio State's vice president and provost of Academic Affairs, announced that he has appointed a committee on affirmative action headed by law professor Deborah J. Merritt.

The committee will provide strategies for the university to deal with challenges to affirmative action that it may face in the years to come, specifically regarding the improvement of recruitment and

retention of minority faculty, staff and students.

Ray said the university has stayed informed about the changes in affirmative action policies in states such as California, Texas and Florida and how these new precedents will influence student diversity on OSU's campus.

"These are ambitious and important goals and the particular actions that will serve us best are yet to be determined," Ray said. "But I am confident that Professor Merritt and the other members of

the committee will be able give us sound, specific advice on the next steps."

Although Merritt could not specify the committee's plans as of yet, she said they will meet before the end of Spring Quarter.

Merritt said the importance of communication in affirmative action is vital to the university.

"We need to ensure the affirmative action plans that we already have at OSU (are carried out)," she said.

"The impact of the lawsuit

against affirmative action at the University of Michigan will not affect us as a university for a number of years," Merritt said. "But in the meantime we will use the expertise of the new committee to help us prepare and strengthen the programs that we already have in place."