THE OHIO STATE UNIVERSITY

Nomination

for

The Jennings' Distinguished Affirmative Action Award

The University Senate Committee on Women and Minorities, in conjunction with the Office of the President, is pleased to announce the first Annual Jennings' Distinguished Affirmative Action Award. We actively solicit your nominations!

President Edward H. Jennings on October 16, 1982, announced to the University Senate the establishment of such an award. He charged the Committee on Women and Minorities with the development of such a program so that individuals or units that have done the most to improve affirmative action at The Ohio State University will receive appropriate recognition and reward.

The Jennings' Distinguished Affirmative Action Award is designed to recognize individual faculty members, staff members, administrators, students or units (colleges, schools, departments and student organizations) who have fulfilled the university's commitment to a positive and continuing Affirmative Action Program. The Affirmative Action Program at The Ohio State University has as its inherent goal equal opportunity and equal treatment for all persons. In particular, the Affirmative Action Policy of The Ohio State University prohibits discrimination against any individual for reasons of race, color, creed, religion, national origin, sex, age, handicap, or Vietnam-era veteran status.
The Ohio State University

Nomination

for

The Jennings Distinguished Affirmative Action Award

Nominee

Address

City  State  Zip Code

Phone No.

Nominator

Nominator's Signature

Address

City  State  Zip Code

Phone No.

NOMINATION FORM MUST BE SIGNED BY NOMINATOR TO BE VALID

Reasons for Nomination (Use additional sheets if necessary but do not exceed three single-spaced pages. Attach any supporting documents.)
Jennings promotes policy; equal opportunity principles

Affirmative action and equal opportunity are popular targets for rhetoric, but they will receive more than rhetoric at Ohio State in the near future.

President Edward H. Jennings has set aside $300,000 for a grant awards program to stimulate creative proposals that will help promote affirmative action.

Another awards program, to be developed, will recognize individuals or units who contribute to the cause of affirmative action.

Money for both programs will come from unrestricted funds out of general state appropriations to the university, Jennings said.

The grant program was proposed by the University Senate's Committee on Women and Minorities, chaired by Felicisima C. Serafica.

The committee will set up guidelines and procedures for the programs, but will not administer the funds, she said. The funds will be channeled through the president's office.

Serafica's committee includes six faculty members, three students and ex officio members Sue Kindred, director of the Office of Affirmative Action, and Frank Hale, director of the Office of Minority Affairs.

The committee carries on the research and studies on women and minorities started by the Commission on Women and Minorities in 1976. The commission has since been abolished.

One planned study involves tracing the progress of women faculty who arrived at OSU a decade ago to find out what has happened to them — whether they have been promoted, or remained at their starting positions, for example.

Serafica said she would like to see better support programs to reach out to women and minority students and make them feel welcomed within the university. Programs now exist to meet the needs of students ranging from Jewish lesbians to blacks in home economics.

"Once they're in, we have to make it possible for them to stay," she said.

Jennings said OSU's affirmative action program is "much better" than other universities.

"We are a national leader in programs of affirmative action," he said. "We have a fine long-term reputation in affirmative action, but that doesn't mean we can't get much better."
DISTINGUISHED
AFFIRMATIVE ACTION
AWARD

1983
College of Law
Paul D. Isaac
Associate Professor of Psychology
Associate Dean of Graduate School
Laurel W. Richardson  
Professor of Sociology  

Joseph F. Stranges, Jr.  
Director of Student Financial Aid  
Office of Minority Affairs  

Howard B. Williams  
Assistant Professor of Veterinary Physiology and Pharmacology  

Linda L. Ammons  
Student, College of Law  

Jean Girves  
Former Assistant Dean of Graduate School  

John F. Sena  
Associate Professor of English  
Assistant Provost for Academic Affairs  

1984  
Center for Women's Studies  

Robert E. Georges  
Former Associate Dean  
College of Business  

Minnie M. McGee  
Assistant Dean  
College of Engineering  

Mac A. Stewart  
Associate Dean  
University College  

Peggy D. Wilson  
Assistant Professor of Medical Technology  

1985  
Beverly Kahn  
Associate Professor of Political Science  

Robert Kahn  
Associate Professor of Political Science  

Richard N. Maxwell  
Assistant Director  
Office of Disability Services  

Mildred B. Munday  
Associate Professor Emeritus of English  

Ethelrine Shaw-Nickerson  
Associate Professor of Nursing  

1986  
Josue Cruz, Jr.  
Associate Professor of Education  
Former Assistant Vice Provost  
Office of Minority Affairs  

Frank W. Hale, Jr.  
Vice Provost  
Office of Minority Affairs  

Jean Swaino Opliger  
Associate Professor and  
Coordinator of Developmental Education  

LeRoy Pernell  
Associate Professor of Law  

Felicisima Serafica  
Associate Professor of Psychology and Pediatrics  

1987  
Voice of Impaired Persons and Supporters  
(VIPS)  
Office of Women's Services
The efforts of four individuals and an academic unit to promote affirmative action objectives in various facets of University life have been recognized through the first annual Distinguished Affirmative Action Awards.

The five recipients, including three faculty members, one administrator and an academic unit, were honored at an awards dinner June 2 hosted by President Jennings.

"The recipients have exhibited the leadership necessary to advance the affirmative action goals of this University in a creative and productive manner," said President Jennings. "They have demonstrated a sincere commitment, to the philosophy and spirit of equal opportunity and affirmative action that greatly exceeds obligations of law."

"Their contributions are examples of the enormous strides that can be made through the participation of individuals and academic units, and they underscore the collective nature of affirmative action," Jennings added. "We hope through this award that their efforts will be recognized and their examples will be followed."

Nominating forms were circulated throughout the University in April by the University Senate Committee on Women and Minorities. Faculty, staff, alumni and students nominated more than 40 individuals, academic units, programs and student organizations for the awards. The committee evaluated the nominations and made recommendations to Jennings in May.

"We were quite pleased to find that so many people, units and organizations are attempting to promote affirmative action within the Ohio State community," said Felicisima Serafin, chairperson of the committee.

The awards program was among recommendations presented by Jennings to the University Senate in October. At that time, Jennings asked the committee to develop a program that would recognize and reward individuals or units that have contributed to the University's affirmative action program. Award recipients received $1,000.

(Photos of the award recipients were taken by Kevin Fitzsimons and Lloyd Lemmerman.)

Laurel W. Richardson

Laurel Richardson, professor of sociology, is a noted scholar in the sociology of gender and is recognized nationally for her research on sources of inequity against women. In 1970, Richardson taught the University's first course on women. She has introduced women's courses at both the graduate and undergraduate level within the Department of Sociology and introduced the gender area for master and Ph.D. level specialties. Based on research regarding male and female University professors and students' evaluations of their teachers, Richardson has developed University workshops on overcoming teaching problems that arise due to sex-stereotyped expectations. Richardson was a member of the original task force that initiated the establishment of a Center for Women's Studies, served on the search committee for the University's first director of affirmative action and currently chairs her department's affirmative action committee.

Paul D. Isaac

Through the initiative of Paul Isaac, associate professor of psychology, the Department of Psychology has developed an assertive minority student recruitment program. The program includes annual recruitment trips to black colleges that is coordinated by Isaac and a minority-focused brochure for the department which Isaac prepared. As chairperson of the department's affirmative action committee, Isaac developed a three-point program to recruit, monitor applications and retain minority students. He serves as adviser of the Black Graduate Students in Psychology Organization which he helped to establish. Through his efforts, the number of minority applications, minority graduate students and minority doctoral candidates has increased. Isaac assisted in the establishment of a minority fellowship program in cooperation with the American Psychological Association. Currently, three Ohio State students are supported by this program.
Joseph F. Stranges, Jr.

Joseph F. Stranges, Jr. has assisted countless minority students through his dual position as program director for financial aid in the Office of Minority Affairs and the Office of Student Financial Aid. Beyond the University and in his spare time, Stranges has pursued an outreach program to encourage minority students throughout Columbus to attend college or post secondary schools. During evenings and Saturdays, he provides post-secondary counseling, assistance with admission and financial aid forms and locates financial assistance to cover admission fees for students with insufficient funds. Stranges assisted Jack Gibbs, Sr., in drafting a proposal to begin Education Resources, Inc., which motivated students to attend post-secondary schools. He worked with Project Upgrade counseling welfare recipients concerning educational options. Stranges also has assisted many east side community agencies in finding financial support.

Howard B. Williams

During his 11 years at Ohio State, Howard B. Williams, assistant professor of veterinary physiology and pharmacology, has generously donated his time to broaden representation of minorities at the University. He played a major role in establishing a research apprenticeship program for gifted minority high school students funded by the National Institutes of Health. He helped to draft the proposal for the University's Health Careers Opportunity Program Management Team, which won a $167,000 a year grant. He has served on the admissions committee of the College of Veterinary Medicine and on many committees concerned with equal opportunity for all students. He is coordinator of minority affairs for the college and is faculty adviser for the Veterinary Medical Minority Association and the Black Undergraduate Engineering Council. Williams has addressed the issue of health careers for minority students to various audiences.

College of Law

In 1988, the College of Law implemented an affirmative action program to increase its minority student representation and to increase the disproportionately small number of minority group members in the legal profession. The program involves expanding recruitment efforts to include visiting predominantly black colleges and institutions and development of promotional materials to attract minority students. However, the program goes well beyond recruitment efforts. The college attempts to provide adequate financial aid awards so that students can devote sufficient time to their academic studies. Structural modifications to academic and nonacademic support services and counseling programs were designed to increase the minority students' chances of completing their training. In addition, the college established a course in legal methods for all students who may need supplemental assistance. Students receive the opportunity to lighten a course load for two quarters if their academic success is in jeopardy. Minority student enrollment figures increased from 1.8 percent in 1968 to the current 9 percent, with little attrition. The percentage of female law students increased from 10 percent in 1971 to 35 percent today. In 1981 and 1982, the college was the host school for the Midwest regional summer institute of the Council on Legal Education Opportunity, (CLEO). This program expands opportunities in law for economically and educationally disadvantaged students. "We were delighted that the college received this kind of recognition for a program in practice for several years," said James E. Meeks, dean of the college. "We will probably put the award into a scholarship fund for minority students.

Left to right: James E. Meeks, dean of the College of Law; Barbara J. Rich, assistant director of admissions; and John P. Henderson, associate dean of admissions and placement.
COLUMBUS, Ohio -- Ohio State University has presented the first University Distinguished Affirmative Action Awards to four individuals and an academic unit for their efforts to promote affirmative action objectives in various facets of university life.

The five recipients were honored at an awards dinner Thursday evening (6/2) hosted by Ohio State President Edward H. Jennings.

The recipients are: Paul D. Isaac, associate professor of psychology, 304 Kertess Ave., WORTHINGTON; Laurel W. Richardson, professor of sociology, 143 W. South St., WORTHINGTON; Joseph F. Stranges Jr., program director for financial aids, Office of Minority Affairs, and program director, Office of Financial Aids, 2155 Sumac Loop North, COLUMBUS (43229); Howard B. Williams, assistant professor of veterinary physiology and pharmacology, 5565 Broadview Rd., COLUMBUS (43230); and the College of Law.

"The recipients have exhibited the leadership necessary to advance the affirmative action goals of this university in a creative and productive manner," said President Jennings. "They have demonstrated a sincere commitment to the philosophy and spirit of equal opportunity and affirmative action that greatly exceeds obligations of law."

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"Their contributions are examples of the enormous strides that can be made through the participation of individuals and academic units, and they underscore the collective nature of affirmative action," Jennings added. "We hope through this award that their efforts will be recognized and their examples will be followed."

The award recipients each received a plaque and $1,000.

Nominating forms were circulated throughout the university in April by the University Senate's Committee on Women and Minorities. Faculty, staff, alumni and students nominated more than 40 individuals, academic units, programs and student organizations for the awards. The committee evaluated the nominations and made recommendations to Jennings in May.

"We were quite pleased to find that so many people, units and organizations are attempting to promote affirmative action within the Ohio State community," said Felicisima Serafica, chairperson of the committee and associate professor of psychology.

President Jennings asked the committee last October to develop a program that would recognize and reward individuals or units that have contributed to the university's affirmative action program. The awards will be given annually.

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A SUMMARY OF THE AWARD RECIPIENTS' EFFORTS FOLLOW:

Through the initiative of PAUL D. ISAAC, associate professor of psychology, the department of psychology has developed an assertive minority student recruitment program. The program includes annual recruitment trips to black colleges that are coordinated by Isaac and a minority-focused brochure for the department which Isaac prepared. As chairperson of the department's affirmative action committee, Isaac developed a three-point program to recruit, monitor applications and retain minority students. He serves as adviser of

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the Black Graduate Students in Psychology Organization which he helped to establish. Through his efforts, the number of minority applications, minority graduate students and minority doctoral candidates has increased. Isaac assisted in the establishment of a minority fellowship program in cooperation with the American Psychological Association. Currently, three Ohio State students are supported by this program. Isaac has been instrumental in placing minority interns in local internship programs.

LAUREL W. RICHARDSON, professor of sociology, is a noted scholar in the sociology of gender and is recognized nationally for her research on sources of inequity against women. In 1970, Richardson taught the university's first course on women. She has introduced women's courses at both the graduate and undergraduate level within the department of sociology and introduced the gender area for master's degree and Ph.D. level specialities. Based on research regarding male and female university professors and students' evaluations of their teachers, Richardson has developed university workshops on overcoming teaching problems that arise due to sex-stereotyped expectations. Richardson was a member of the original task force that initiated the establishment of a Center for Women's Studies, served on the search committee for the university's first director of affirmative action and currently chairs her department's affirmative action committee.

JOSEPH F. STRANGES JR. has assisted countless minority students through his dual position as program director for financial aids in the Office of Minority Affairs and the Office of Student Financial Aids. Beyond the university and in his spare time, Stranges has pursued an outreach program to encourage minority students throughout Columbus to attend college or post-secondary schools. During evenings and Saturdays, he provides post-secondary counseling, assistance with admission and financial aid forms and locates financial assistance to cover admission fees for students with insufficient funds. Stranges assisted Jack Gibbs Sr. in drafting a proposal to begin Education Resources Inc., which motivated students to attend post-secondary schools. He worked with Project Upgrade, counseling welfare recipients concerning educational options. Stranges also has assisted many community agencies on Columbus's East Side in finding financial support.

During his 11 years at Ohio State, HOWARD B. WILLIAMS, assistant professor of veterinary physiology and pharmacology, has generously donated his time to broaden representation of minorities at the university. He played a major role in establishing a research apprenticeship program for gifted minority high school students funded by the National Institutes of Health. He helped draft the proposal for the university's Health Careers Opportunity Program Management Team, which won a $167,000-a-year grant. He has served on the Admissions Committee of the College of Veterinary Medicine and on many committees concerned with equal opportunity for all students. He is coordinator of minority affairs for the college and is faculty adviser for the Veterinary Medical Minority Association and the Black Undergraduate Engineering Council. Williams has

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addressed the issue of health careers for minority students to various audiences and has been invited to discuss the topic on television programs.

In 1968, the COLLEGE OF LAW implemented an affirmative action program to increase its minority student representation and to increase the disproportionately small number of minority group members in the legal profession. The program involves expanding recruitment efforts to include visiting predominantly black colleges and institutions and designing promotional materials to attract minority students. However, the program goes well beyond recruitment efforts. The college attempts to provide adequate financial aid awards so that students can devote sufficient time to their academic studies. Structural modifications to academic and nonacademic support services and counseling programs were designed to increase the minority students' chances of completing their training. In addition, the college established a course in legal methods for all students who may need supplemental assistance. Students receive the opportunity to lighten a course load for two quarters if their academic success is in jeopardy. Minority student enrollment figures increased from 1.8 percent in 1968 to the current 9 percent, with little attrition. The percentage of female law students increased from 10 percent in 1971 to 35 percent today. In 1981 and 1982, the college was the host school for the Midwest regional summer institute of the Council on Legal Education Opportunity. This program expands opportunities in law for economically and educationally disadvantaged students. "We were delighted that the college received this kind of recognition for a program in practice for several years," said James B. Meeks, dean of the college. "We will probably put the award into a scholarship fund for minority students."
Service awards given

By Jeanne Wilke
Lantern staff writer

Recipients of the first annual Distinguished Affirmative Action Awards were honored Thursday night for their contributions to affirmative action at OSU.

The University Senate Committee on Women and Minorities solicited nominations from throughout the university in April and made its recommendations to President Edward H. Jennings, who presented the awards, along with Felicisima Serafica, committee chairperson.

Of 42 nominees, four individuals and one academic unit were chosen to receive the awards, which consisted of a plaque and $1,000. The awards were presented during a banquet in the Ohio Union.

U.S. District Court Judge Robert Duncan, guest speaker at the ceremony, said people involved in affirmative action programs must be aware that there can be negative “costs” when preferential treatment is given to certain groups to meet affirmative action standards.

The benefits and costs must be considered when pursuing affirmative action goals, he said.

He added that innovative plans must be made to meet specific problems in order to remedy discrimination and to minimize the negative costs.

The awards are the result of recommendations presented to the University Senate by Jennings in October. The president asked the committee to develop a program which would recognize contributions by individuals or units to affirmative action at OSU.

The recipients were: Laurel W. Richardson, professor of sociology; Paul D. Isaac, associate professor of psychology; Joseph F. Stranges Jr., program director for financial aids in the Office of Minority Affairs and the Office of Student Financial Aids; Howard B. Williams, assistant professor of veterinary physiology and pharmacology; and the College of Law.
COLUMBUS, Ohio -- The recipients of Ohio State University's 1984 Distinguished Affirmative Action Awards will be honored at a banquet May 2 for their efforts to advance affirmative action in various aspects of university life.

The award recipients will be: Robert E. Georges, associate dean of the College of Administrative Science; Minnie M. McGee, assistant dean of the College of Engineering; Mac A. Stewart, associate dean for developmental education in University College; Peggy C. Wilson, assistant professor of medical technology; and the Center for Women's Studies.

During the banquet at the Faculty Club, the recipients will receive a plaque and a $1,000 honorarium.

Eleanor Jane Smith, associate senior vice president of the University of Cincinnati, will speak at the banquet. Smith serves as director of the university's summer sessions and professor of Afro-American studies.

"Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people -- equality of opportunity in access to a college education, in career development and professional advancement, — more —
and in all aspects of human relations," said Ohio State President Edward H. Jennings.

"This honor is well-deserved recognition of their contributions to affirmative action at Ohio State. The recipients have exhibited outstanding leadership and dedication in promoting these goals," he added.

Faculty, staff, alumni and students nominated 20 individuals, academic units, programs and student organizations for the awards. The University Senate's Committee on Women and Minorities evaluated the nominations and made their final recommendations to Jennings in late March.

"We are very, very pleased with this year's nominees. All of them have a long-term record of working in the area of affirmative action. Their efforts have gained university-wide recognition as well as national visibility," said Felicisima Serafica, chairperson of the committee.

"These people have been able to change the organizational structure of their units to increase the representation and facilitate the integration of women and minorities," she added.

THE AWARD RECIPIENTS AND A SUMMARY OF THEIR EFFORTS

Center for Women's Studies

The Center for Women's Studies' commitment to affirmative action extends to both women and minorities. The center actively recruits minority candidates for job openings, requires that units on racism be taught in each women's studies course it offers, and has played a key role in university-wide activities that promote affirmative action. Through their participation on committees and day-to-day interactions with faculty, students and
staff, the individual members of the center embody the spirit of affirmative action. Last year, the center was chosen as the sponsor for the fifth annual National Women's Studies Association Convention held at Ohio State. The center's introductory women's studies courses provide all students at the university with an opportunity to understand the principles of affirmative action in society as well as in their own fields of study. The center, which enjoys an outstanding national reputation for women's studies research, supports research on women through its Small Research Grants program and sponsors frequent research colloquia which disseminate women's research to a broad university audience. Through its varied efforts, the center creates a context for the support of university women including faculty, students, and staff. Through its two publications, the "Women's Studies Review" and "Sojourner," the center disseminates essential information on women's issues throughout the university and beyond. As a result of the center's reputation, Ohio State was recently ranked by "Everywoman's Guide to Colleges and Universities" as one of the top three coeducational institutions in the country. Marlene Longenecker, associate professor of English, is director of the center.

Peggy C. Wilson

Peggy C. Wilson, 2437 Hamilton Ave. (43211), has made a longstanding commitment to increasing the number of minorities in the health sciences, an area where minorities have been under-represented. As a result of that commitment and her contributions to the School of Allied Medical Professions, Wilson received the recognition of the Ohio House of Representatives in 1983. Wilson's efforts have gone well beyond her duties as an assistant professor in the medical technology division of allied medical professions. Her recruitment activities have included the development of brochures, slide tape presentations, and lectures to local high school students. Wilson is equally committed to retaining those students recruited. She organized the Minority Student Association in the School of Allied Medical Professions, coordinated the development of a minority scholarship program, and organized an annual banquet to recognize minority graduates. Wilson also has designed a popular Saturday morning laboratory course to expose middle school students to the health science field.

Mac A. Stewart

Mac A. Stewart, 6358 Stonebridge St. (43229), associate dean of University College, has been instrumental in helping the university gain federal funds for Special Services Programs for Disadvantaged Students. He has published and presented research in the area of higher education and minority students. He has acted as a consultant to other universities on improving their relationships with minority students. He received an Affirmative
AFFIRMATIVE ACTION -- 4

Action Grant from the university in 1983. Stewart also has assisted with the university's effort to increase the number of National Achievement Scholars. He received his Ph.D in student personnel administration from Ohio State in 1973. He is the adviser to Bucket and Dipper, the junior class honorary, and a board member of the Buckeye Boys Ranch, a home for troubled boys. He is actively involved with the United Negro College Fund and served as the Northwest Quadrant chairperson in 1982. Stewart teaches graduate students in the College of Education and is a licenced psychologist.

Minnie M. McGee

Since becoming assistant dean of the College of Engineering in 1977, Minnie M. McGee, 3310 Hudson St. (43219), has actively developed programs for the recruitment, retention and graduation of minority students. Through her efforts with the Minority Engineering Program, minority enrollment in the college has increased threefold. She helped develop the Worth Extra Effort program in 1976, which tracks participants and informs minority students, their parents, teachers and school administrators of the career opportunities in engineering and the kind of high school preparation needed for the study of engineering. She has successfully attracted substantial funding from government and industry sources for scholarship and supportive services for minority students. Several of her programs have been duplicated nationally. McGee's work has been recognized by the National Association of Minority Engineering Program Administrators, which elected her national president for 1984.

Robert E. Georges

Robert E. Georges, 7265 Cooper Road (WESTERVILLE), associate dean of the College of Administrative Science, helped establish two programs to assist minority students. The first, the New Careers Program, was a joint effort involving the college, the U.S. Department of Labor, the Columbus Metropolitan Area Community Action Organization and the National Alliance of Businessmen. The program, which existed from 1969 to 1976, assisted minority students who did not meet normal admissions requirements of the university. After completing the two-year program, many of them went on to receive degrees in business. Georges also helped initiate the Minority Assistance Program, which was established in 1975. Businesses contributed more than $300,000 to the program, which provides financial assistance and other support to minority students. Under the program, minority enrollment in the college has increased from 1 to 5 percent. Georges also helped establish student organizations for both black and Hispanic students. He personally counsels minority students.

(Contact: Cheryl L. Pentella, (614) 422-2711.)
5 on OSU faculty to receive awards

Dispatch 5-5-85

Five Ohio State University faculty members will be honored Monday as winners of 1985 University Distinguished Affirmative Action Awards.

The honorees will each receive a plaque and $1,000 for their efforts to advance affirmative action objectives in various aspects of university life.

Arthur Flemming, former chairman of the U.S. Civil Rights Commission, will speak at an awards banquet at 7 p.m. in the Faculty Club.

Staff members receiving awards are:

- Dick Maxwell, assistant director of the Office for Disability Services. Maxwell, who is a clinical instructor for the department of physical medicine, is the founder of Creative Living, an off-campus, living complex for quadriplegics. He has been at OSU since 1967.

- Mildred Munday, an associate professor of English. Munday, who has been at the university 18 years, is one of the founders of the Center for Women's Studies.

- Ethelrine Shaw-Nickerson, an associate professor of nursing. She has worked to increase the number of minority members entering the nursing profession. Shaw-Nickerson has been on the faculty since 1956.

- Beverly and Robert Kahn, who are both associate professors of political science at the OSU Mansfield branch. Mr. and Mrs. Kahn have been actively involved in the Mansfield community by starting political awareness programs and organizing voter registration drives within the black community. They have been on the faculty at the Mansfield campus since 1977.
1984 Affirmative Action Awards

ON CAMPU 26APR 1984
The recipients of the 1984 University Distinguished Affirmative Action Awards will be honored at a banquet May 2 for their efforts to advance affirmative action objectives in various aspects of University life.

Eleanor Jane Smith, associate senior vice president of the University of Cincinnati, will be the banquet speaker. Smith serves as director of the university's summer sessions and professor of Afro-American studies.

She formerly taught elementary and junior high school in the Columbus and Worthington school systems. Smith took graduate courses at Ohio State after receiving her bachelor's degree from Capital University. She earned her doctorate in African American history from Union Graduate School for Experimental Colleges and Universities.

During the banquet, the award recipients will receive a plaque and a $1,000 honorarium.

"Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people — equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations," said President Jennings.

"This honor is a well-deserved recognition of their contributions to affirmative action at Ohio State. The recipients have exhibited outstanding leadership and dedication in promoting our affirmative action goals," he added.

In December, announcements, nominating forms and guidelines were circulated throughout the University. Faculty, staff, alumni and students nominated 20 individuals, academic units, programs and student organizations for the awards. The University Senate Committee on Women and Minorities evaluated the nominations and made their final recommendations to Jennings in late March.

"We are very, very pleased with this year's nominees. All of them have a long-term record of working in the area of affirmative action. Their efforts have gained University-wide recognition as well as national visibility," said Felicisima Serafica, chairperson of the committee.

"These people have been able to change the organizational structure of their units to increase the representation and facilitate the integration of both women and minorities," she added.

The candidates were rated on the basis of efforts that resulted in "easily identifiable, observable and measurable activities" that went beyond the requirements of civil rights laws and resulted in the promotion of affirmative action, the committee's annual report stated.

The awards program was initiated by Jennings in 1982.

(Photos of the award recipients were taken Kevin Fitzsimons and Lloyd Lemmermann.)
Robert E. Georges

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Minnie M. McGee

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Peggy D. Wilson

Peggy D. Wilson, has made a long-standing commitment to increasing the number of minorities in the health sciences, an area where minorities have been underrepresented. As a result of that commitment and her contributions to the School of Allied Medical Professions, Wilson received the recognition of the Ohio House of Representatives in 1983. Wilson's efforts have gone beyond her duties as an assistant professor in the medical technology division of allied medical professions. Her recruitment activities have included the development of brochures, slide tape presentations and lectures to high school students. Wilson is equally committed to retaining those students recruited. She organized the Minority Student Association in the School of Allied Medical Professions, coordinated the development of a minority scholarship program, and organized an annual banquet to recognize minority graduates.
COLUMBUS, Ohio -- Ohio State University will honor the five recipients of the 1985 University Distinguished Affirmative Action Award at a banquet May 6 for their efforts to advance affirmative action objectives in various aspects of university life.

Arthur Fleming, former president of Ohio Wesleyan University and former chairman of the U.S. Civil Rights Commission, will be the banquet speaker. During the banquet, each award recipient will receive a plaque and a $1,000 honorarium.

In establishing the award in 1982, President Jennings said: "Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people -- equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."

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that resulted in easily identifiable, observable and measurable activities that went beyond the requirements of civil rights laws and resulted in the promotion of affirmative action.

The 1985 affirmative action award recipients are:

-- Beverly and Robert Kahn, associate professors of political science, Mansfield campus. The Kahns have contributed significantly to the Mansfield community by creating political awareness programs and organizing voter registration drives within the black community. The Kahns have a unique appointment on the Mansfield campus in that they share one full-time faculty position. Robert Kahn, whose area of research is black political movements, was instrumental in obtaining a university affirmative action grant at Mansfield. The program, "Affirmative Action Through Minority Services On a Regional Campus," proved to be very successful. Beverly Kahn has done extensive research in the area of Italian communist movements. She was one of the founders of the Ohio Women's Network and was instrumental in developing Women's Week at the Mansfield campus. This program was cited as being the only program on the campus which effectively highlighted the cultural and social contributions of women. Both Beverly and Robert Kahn have used their professional knowledge and energy to apply the principles and objectives of affirmative action both on the campus and in the community. Last year the Kahns received a Fulbright scholarship and are currently studying in Italy. They live at 83 Glenwood Blvd., MANSFIELD.

-- Dick Maxwell, assistant director of the Office for Disability Services. Maxwell is a founder of Creative Living, an off-campus, assisted-living complex for quadriplegics. As a strong advocate for independent living concepts, he has been a leading spokesperson for it at the local, state, and national levels. His planning and participation in numerous "awareness" seminars and authorship of many articles on attitudinal and architectural barriers faced by disabled persons are evidence that he assumes responsibilities far beyond the limits of his job. Among the awards and honors he has received in recognition of his service and leadership is the Original Service Award from the Central Ohio Rehabilitation Association, selection as one of the top ten men of the year by the Columbus Citizen Journal in 1971, and the 1974 Sertoma Service to Mankind Award. Last year he was selected as a participant in the Columbus Area Leadership Program. Maxwell is also a clinical instructor for the department of physical medicine and has worked at the university since 1967. Maxwell resides at 2718 Mt. Holyoke Road (43221).

-- Mildred Munday, associate professor of English. Munday is one of the founders of the Center for Women's Studies, creating one of its early courses, "Women in Literature." She also was the first to propose joint appointments between the center and an

- more -
academic department. An Ohio State faculty member since 1967, Munday's contributions came at a time when there was little active support for her cause. The fact that the women's studies program has been recognized as one of the most outstanding in the country is due, in large part, to her efforts. Munday was mainly responsible for convincing the University Senate to change the sexist language in the faculty rules. She has been an active proponent of the Equal Rights Amendment, serving as a spokesperson at the state level for its passage through the Ohio legislature. She has served on the University Senate, Council on Student Affairs, Advisory Council of the Office of Women's Studies, and the Physically Impaired and Handicapped Advisory Committee, as well as other campus groups. Munday resides at 25 W. Pacemont Road (43202).

-- Ethelrene Shaw-Nickerson, associate professor of nursing. Shaw-Nickerson has worked to increase the number of minorities entering the nursing profession. With the aid of a grant from the U.S. Department of Health, Education and Welfare, she helped establish a minority project at the College of Nursing which was instrumental in the development of an affirmative action program within the college. In her role as an advocate for the improvement of nursing programs, Shaw-Nickerson serves as an excellent role model and has gained a national reputation. During her long and distinguished career at Ohio State, which began in 1956, she has served in many capacities. These include chair of the Committee on Affirmative Action for the College of Nursing, a member of the advisory committee for the College of Nursing Minority Nursing Project, and Columbus coordinator for "Break Through To Nursing," a project of the National Student Nurses Association. She also assisted in the development and implementation of A-DIN, "Assisting the Disadvantaged into Nursing." At the state and national levels she is recognized as a strong supporter for increased opportunities for minority nurses and women. Shaw-Nickerson resides at 1500 Fair Ave. (43205).

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Written by Janice Hamlet.
Five faculty and staff members were honored in May for their commitment to equality when they were named the 1985 recipients of Ohio State University’s Affirmative Action Awards.

The winners received a plaque and a $1,000 honorarium in recognition of their creative efforts in advancing affirmative action in various aspects of university life.

The recipients are:

• Ethelrine Shaw-Nickerson, an associate professor of life span process in nursing. She has worked since 1956 to increase the number of minorities entering the nursing profession at Ohio State. Shaw-Nickerson has a national reputation as an advocate for the improvement of nursing programs.

• Richard Maxwell, founder of Creative Living, an off-campus assisted-living complex for paraplegics and quadriplegics. Maxwell, assistant director of the Office for Disability Services, has been a leading spokesperson for independent living. He has been with Ohio State since 1967 and is a clinical instructor for the Department of Physical Medicine.

• Mildred Munday, an associate professor of English. She is one of the founders of Ohio State’s Center for Women’s Studies and created one of its early courses. She is primarily credited with convincing the University Senate to change sexist language in the faculty rules. Munday retired in June after serving on faculty since 1967.

• Robert and Beverly Kahn, associate professors of political science at the Mansfield campus. The Khans have created political awareness programs and organized voter registration drives within Mansfield’s black community. They are currently on a Fulbright scholarship in Italy. Robert Kahn’s research area is black political movements. Beverly Kahn has done extensive work on Italian communist movements.

Recipients are nominated by faculty, staff, alumni or students. The University Senate Committee on Women and Minorities then evaluates nominations and makes recommendations to President Edward Jennings. Candidates are rated on their efforts beyond the requirements of civil rights laws in promoting affirmative action.

The awards program is one of four which promotes affirmative action at Ohio State. The others are the Affirmative Action Grants Program, Professional Development Program and Administrative Development Program.

The grants program began in 1983-84 when $300,000 was allocated for pilot programs to enhance affirmative action throughout the institution. Since then, other projects also have received funding, including a debt management and financial planning program for minority students.

The Professional Development Program provides opportunities for career development in higher education administration and is targeted at women, minorities and disabled persons.

The Administrative Development Program offers administrative and professional employees the opportunity to serve internships in various areas of high-level university administration. The interns expand their knowledge and skills within the University and, in turn, have more opportunities for promotion.
Affirmative Action lauds five advocates

President Jennings has selected five Ohio State faculty and staff members to receive the 1986 University Distinguished Affirmative Action Awards.

The awards, established in 1982, are given to individuals at Ohio State who have done the most to improve affirmative action at the University.

This year’s recipients are: Josue Cruz Jr., assistant vice provost of minority affairs; Frank Hale Jr., vice provost of minority affairs; LeRoy Fennell, associate professor of law; Felicia Saraica, associate professor of psychology; and Jean Swain Opliger, assistant professor and coordinator of developmental education at the Agricultural Technical Institute, Wooster.

Faculty, staff and students nominated 25 individuals, academic units, programs and student organizations for the awards.

The University Senate Committee on Women and Minorities evaluated the nominations and made its final recommendations to President Jennings in March.

In establishing the award, President Jennings said it would pay tribute to those who have made “significant strides in meeting Ohio State’s commitment to the real goal of equality of opportunity for all people — equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations.”

The recipients will be honored at a dinner May 5. Each will receive a plaque and a $1,000 honorarium.

Eleanor Holmes Norton, a professor of law at Georgetown University and former chairperson of the U.S. Equal Employment Opportunity Commission, will be the banquet speaker.

Norton headed the EEOC from 1977-1981 and was the first woman to chair that committee. She is co-author of the book Sex Discrimination and the Law: Causes and Remedies and currently is writing a book about the development and impact of anti-discrimination law and affirmative action remedies.
COLUMBUS, Ohio -- Five Ohio State University faculty and staff members have been chosen to receive the 1986 University Distinguished Affirmative Action Awards.

The awards, established in 1982, are given to individuals or units of the university who have done the most to improve affirmative action at Ohio State.

This year's recipients are:

--Josue Cruz Jr., assistant vice provost for the Office of Minority Affairs, 2037 Northtowne Court, COLUMBUS (43229);

--Frank Hale Jr., vice provost for the Office of Minority Affairs, 1351 Kirkley Road, COLUMBUS (43221);

--LeRoy Pernell, associate professor of law, 2765 Scottwood Road, COLUMBUS (43209);

--Felicisima Serafica, associate professor of psychology and pediatrics, 67 W. Henderson Road, COLUMBUS (43214);

--Jean Swaino Opliger, assistant professor and coordinator of developmental education at the Agricultural Technical Institute, WOOSTER.

Faculty, staff and students nominated 25 individuals, academic units, programs and student organizations for the awards.

The University Senate Committee on Women and Minorities evaluated the nominations and made its final recommendations to

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President Edward Jennings in March.

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Eleanor Holmes Norton, a professor of law at Georgetown University and former chairperson of the U.S. Equal Employment Opportunity Commission, will be the banquet speaker.

The award winners and a summary of their efforts:

--Josue Cruz Jr., assistant vice provost for the Office of Minority Affairs, has been instrumental in developing a program for the recruitment and retention of Hispanic students at Ohio State. Since coming to the University in 1983, he has also helped create many student organizations on campus, including the Hispanic Graduate and Professional Student Organization and Alpha Psi Lambda, the first Hispanic fraternity in the country. Through his efforts, a migrant scholarship program funded by the Campbell Soup Fund was established at the university. Cruz has been a guest lecturer at the University of Santiago de Compostele in Spain, a Fulbright Scholar and a visiting professor at the University of California, Santa Barbara, and Indiana State University. He currently serves as a consulting editor for Early Childhood Research Quarterly.

--During his 14 years at Ohio State, Frank W. Hale Jr., vice provost for the Office of Minority Affairs, has worked to broaden representation of minorities. He founded the Graduate and Professional School Visitation Days Program to recruit minority students. That program has awarded more than 1,000 fellowships to graduate students since 1977 and about 800 of the recipients have gone on to receive master's or doctorate degrees. He also has been instrumental in securing grants for a variety of programs, including minority scholars and Upward Bound. Hale has served as a consultant for the Ohio Department of Administrative Services and the U.S. Department of Education. He has received the Governor's Award for Community Service, the Distinguished Service Award from the Columbus Chapter of Links and the Ohio State Alumni Citizenship Award.

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---Through the initiative of LeRoy Pernell, associate professor of law, the College of Law has developed a variety of programs to enhance the recruitment of minority students and faculty. For two years he was director of the regional summer institutes sponsored by the Council on Legal Education Opportunity. These institutes help expand opportunities in legal careers for economically and educationally disadvantaged students. He serves as advisor for the Black Law Students Association. The group sponsors the Pre-Law Skills Program, designed and organized by Pernell, to aid first-year minority law students. A national leader in minority affairs and affirmative action, he is a former chairman of the Minority Group Section of the Association of American Law Schools.

---Felicisima Serafica, associate professor of psychology and pediatrics, helped lead the affirmative action effort at Ohio State as chairperson of the Senate Committee on Women and Minorities from 1982 to 1984. Serafica researched the university's progress in achieving affirmative action goals by gathering data on the percentages of women and minorities at the Columbus campus. Her findings provided a rationale for a resolution adopted by the University Senate in June 1984 that strongly urges an increase in the proportion of women and minority faculty members. She also received a affirmative action grant from the university that funded a conference in April focusing on mental health issues for ethnic minorities. Serafica also helped implement the Affirmative Action Grants and the Distinguished Affirmative Action Awards program.

---Jean Swaino Opliger is an assistant professor and coordinator of developmental education at the Agricultural Technical Institute. She implemented and administers a support program for students who have learning disabilities. The program, titled Project BUILD, offers tutorial assistance, study skills seminars and counseling. Opliger also has given assistance to the Governor's Office of Advocacy for Disabled Persons. Opliger is national membership chair for the National Association for Developmental Education and serves as secretary of the Ohio Valley Association on Handicapped Student Service Programs in Postsecondary Education. She also works with the Wooster Rehabilitation Services Commission to reduce unnecessary testing of disabled students. Swaino Opliger lives at 2095 E. Tolbert Road, Wooster.

Contact: Laura Palko, Office of Affirmative Action, (614) 292-4207.

Written by Jeff Grabmeier. (J/105)
OSU to salute affirmative

By Ruth Hanley
Dispatch OSU Reporter

Josue Cruz Jr., sometimes thinks of himself as a pioneer in his job of increasing the numbers of Hispanic-American students at Ohio State University.

With only 20 percent of the Hispanic-American students who graduate from Ohio high schools going to college, he finds himself opening new worlds for many as he persuades them to go to OSU.

Many Hispanic-American families in Ohio make a living as migrant farm workers, said Cruz, assistant vice provost of minority affairs. Traditionally, children from those families do not go to college. Instead, they go into farm work or vocational training programs.

"What we're trying to focus on is that there are ways a student can go to school and not create an economic hardship to the family. If we can sell the family, the student often has no problem. It's really pioneering work," Cruz said.

Since his arrival at OSU in 1983, the number of Hispanic-American students has increased at an average of about 5 percent a year. OSU has about 350 undergraduates and about 150 graduate students who are Hispanic-Americans.

For his efforts in recruiting and retaining those students, Cruz will receive one of OSU's 1986 distinguished affirmative action awards.

"What we're trying to focus on is that there are ways a student can go to school and not create an economic hardship to the family."

He and four others will be honored at a dinner Monday.

The recipients were nominated by members of the faculty and staff and by students for having done the most to improve affirmative action at OSU. The award consists of $1,000 and a plaque.

Cruz, a former Fulbright Scholar with a doctorate in early education, helped establish the country's first Hispanic fraternity, Alpha Psi Lambda, and other organizations for Hispanic-American students at OSU.

Just as important as recruiting minority students is making them feel comfortable on campus, Cruz said. Without such efforts 'we'd lose 60 to 70 percent of them,' he said.

About 50 percent of Hispanic-American students complete degree programs, he said. That rate is comparable to the percentage of white students who receive degrees.

Other affirmative action award winners are:

- Frank W. Hale Jr., vice provost for minority affairs. The Graduate and Professional School Visitation Days Program, which he founded, has awarded more than 1,000 fellowships to minority graduate students since 1977. About 800 of those recipients have received master's or doctoral degrees. During his 14 years at OSU, Hale has been instrumental in securing grants for the Minority Scholars, Upward Bound, Health Careers Opportunity and Freshman Foundation programs.
- Jean Swaini Opliger, an assistant professor and coordinator of developmental education in the Agricultural Technical Institute. She administers Project BUILD (Better Understanding of Individual Learning Differences), a support program for students with learning disabilities.
- Lelroy Pernell, an associate professor of law. For two years he directed the regional summer institutes sponsored by the national Council on Legal Education Opportunity to expand legal career opportunities for economically and educationally disadvantaged students.
- Felicisima Serafin, an associate professor of psychology and pediatrics. From 1974 to 1983, she tracked OSU's progress in achieving affirmative action goals by gathering data on the women and minorities on campus. A result of her report was a 1984 University Senate vote to increase the proportion of women and minority faculty members.

OSU's Josue Cruz Jr.
Newsrelease re: Distinguished Affirmative Action Awards

The University Senate Committee on Women and Minorities is seeking nominations from The Ohio State University community at-large for the Fifth Annual Distinguished Affirmative Action Awards. This Awards program is designed to recognize individual faculty, staff, administrators, students, alumni, and units (student organizations/academic departments/colleges/etc.) that have demonstrated a unique commitment to the spirit of Affirmative Action. Award recipient candidates are those individuals or units that have supported affirmative action advocacy in a manner above and beyond their official responsibilities.

Individuals or units can be nominated for their significant contributions to Affirmative Action in three areas: teaching, research, and/or service. Nominations for students and student organizations are encouraged by the Committee on Women and Minorities. All students (undergraduate, graduate, professional, and part-time students) currently enrolled may be nominated for the Distinguished Affirmative Action Award. For the first time, Ohio State alumni also are eligible to receive this distinguished award.

Nominations will be accepted through January 30, 1987. The Award recipients will be recognized at the Distinguished Affirmative Action Awards banquet on May 4, 1987.
The Awards program is administered by the Committee on Women and Minorities in cooperation with the Office of Human Relations. For more information and a nomination form, contact the Office of Human Relations, 378 Bricker Hall, 190 N. Oval Mall, 292-4747.

Contact persons:  Dr. Elizabeth L. Gross, Chairperson

      Committee on Women and Minorities

     Dr. Sue A. Blanshan, Executive Officer

      Office of Human Relations

    Ned L. Cullom, Program Coordinator

      Office of Human Relations
Awards recognize affirmative action

By Carina Hansen
Lantern staff writer

In its sixth year, the Distinguished Affirmative Action Awards program officially became a permanent program, Elizabeth Gross, professor of biochemistry and committee chairwoman said. The committee made guidelines and revisions for the program this fall, she said.

In 1982, President Edward H. Jennings created the Distinguished Affirmative Action Awards program to recognize leaders and groups who had done the most to improve affirmative action.

Students, faculty, staff, and alumni can nominate individuals or groups at Ohio State. Anyone is eligible. Each person or group selected will receive $1,000 and a recognition plaque. The deadline for nominations is January 30.

Programs include recruiting black and Hispanic students, hiring women faculty and helping traditionally under-represented groups at Ohio State fit in.

The Committee on Women and Minorities, part of the University Senate, will read the nominations and give recommendations for recipients to Jennings.

Ned L. Cullom, program coordinator for the Office of Human Relations and administrative assistant to the committee, said five awards are usually given. This year’s winners will be announced in April and an awards banquet will follow in May, he said.

“Many people have been working hard for many years (for affirmative action) and we feel they should be recognized,” Gross said, “and the Distinguished Affirmative Action Awards program is one way of doing this.”

The nominating process was made simpler to allow more participation and this will be the first time OSU alumni can receive the award, she said.

Also for the first time, students will compete only against students giving them a better chance to receive an award, Gross said. It is hard for students to compete against someone that has had 20 years of experience working for affirmative action, she said.

“We want to get as many people involved as possible (in affirmative action),” Gross said.

In the past, the committee has received between 15 and 30 nominations, she said.

She said she has been impressed not only with the nominees that have won but also with the ones that have not won.

1986 recipient Josue Cruz Jr., associate professor in the Department of Educational Theory and Practice (in the college of Education) said he thinks affirmative action is an area that needs to be recognized, acknowledged and legitimized particularly in universities when one considers the university is responsible to educate its citizenry.

To include all citizenry, he said, you need affirmative action as one of your priorities because it goes hand-in-hand with good education and with the diversity of good universities.

“It’s an integral part of the whole educational process,” Cruz said.

Cruz, who has been involved in many programs to recruit and retain Hispanic students, believes that the success of affirmative action is working together.

“No one can do it alone,” Cruz said. “I needed the cooperation of people in the university and colleagues who did a lot of work and believed in what I was doing,” he added.

Nomination forms are available in the Office of Human Relations, Bricker Hall 378. For more information, call 292-4747.
Award affirms student’s work

By Etsuko Motoki
Lantern staff writer

Linda L. Ammons, a third-year law student from Cleveland, Monday night became the first student to receive the Distinguished Affirmative Action Award since the honor was first presented in 1983.

"I'm so pleased and overwhelmed about receiving it," Ammons said. "It's wonderful to be recognized for things you have done."

Ned L. Cullom, program coordinator of the Office of Human Relations, called Ammons "an outstanding young woman" who has been very active in promoting affirmative action.

Ammons obtained an affirmative action grant to hold civil rights conferences. She also coordinated the Civil Rights and Affirmative Action Conferences in 1986 and 1987, sponsored by the Black Law Students Association.

This year, Rep. Louis Stokes, D-Cleveland, accepted her invitation to speak on "Law and Politics: A Minority Perspective."

She organized an advisory board of black lawyers in September 1986 to support black law students.

Ammons, who said she enjoys taking photographs when not studying law, presented 10 photographs of architecture, landscapes and travel scenes to the Women of Color Consortium photographic exhibit in the Ohio Union.

She presented 16 photos depicting the lives of black people for Black Awareness Month.

Of the 24 nominees besides Ammons, two individuals and two organizations received awards at a ceremony Monday in the Terrace Dining Room in the Ohio Union.

The other recipients were Jean E. Girves, an OSU graduate and former assistant dean and college secretary for the Graduate School; John F. Sena, assistant provost for academic affairs and associate professor in the Department of English; the Office of Women's Services; and the Voice of Impaired Persons and Supporters, which is an organization of students, faculty and staff who are advocates for handicapped individuals on the OSU Newark campus.

President Edward H. Jennings was presented with the Affirmative Action Award of Distinction.

Cullom said Jennings' award was a special, non-competitive award. The past heads of the Committee on Women and Minorities, the award's governing organization, nominated Jennings for his contribution to affirmative action in the university community.

Jennings established both the Distinguished Affirmative Action Awards Program and the Affirmative Action Grants Program and created the Office of Human Relations in an effort to promote the university's non-discriminatory policy.

Sheryl Hansen, director of the Office of Women's Services, said her organization was thrilled at receiving the award. All the people who have contributed to the office's activities for the past 12 years were awarded, she said.

The office will continue to help women to succeed at Ohio State and help reduce the barriers surrounding educational opportunity for women, she said.

The Distinguished Affirmative Action Award Program was established in 1982 to recognize individuals and units who have fulfilled the university's commitment to a positive and continuing Affirmative Action Program.

The university has a non-discrimination and affirmative action policy that prohibits "discrimination against any individual for reasons of race, color, creed, religion, sex, sexual harassment, sexual orientation, national origin, age, handicap or Vietnam-era veteran status."

The fifth annual award was sponsored by the University Senate Committee on Women and Minorities and the Office of Human Relations.
OSU fighters against bias given awards

Three people, a student services organization on the Ohio State University-Newark campus and a resource office for women on OSU's main campus received the university's 1987 Distinguished Affirmative Action Awards this week.

OSU President Edward H. Jennings got a special award. He established the Distinguished Affirmative Action Awards in 1982.

Plaques and $1,000 honoraria were given to the five recipients of the awards. They are:

- OSU law student Linda L. Ammons, cited for her commitment to the ideals of affirmative action while at OSU. Among her achievements was obtaining a grant to fund a conference on "Civil Rights and Affirmative Action: The Present Struggle for the Future."

- Jean E. Girves, former assistant dean and college secretary for OSU's graduate school. Girves has worked for years to promote the interests of women and minorities at OSU.

- John F. Sera, assistant provost for academic affairs and associate professor of English. Sera helped increase the representation of women and minorities at all levels of the university, particularly on university committees.

- The OSU Office of Women Services. This office has more than 200 programs a year for women and minorities, and also provides consultation, education, information and referrals.

- The Newark branch's Voice of Impaired Persons and Supporters. This program is an advocate for handicapped people and works to have campus buildings free of barriers.
COLUMBUS, Ohio -- The 1987 Ohio State University Distinguished Affirmative Action Awards honor an unusually diverse group of recipients.

This year's awards were presented Monday (5/4) to an Ohio State law student, a student services organization on the Newark campus, a university office and resource center, a long-time teacher and administrator, and, for the first time, to an alumnus.

In addition, a special Affirmative Action Award of Distinction was given to President Edward H. Jennings. Jennings was responsible for establishing the awards in 1982, as well as the Affirmative Action Grants.

This year's recipients of the annual awards are:

-- Linda L. Ammons, third-year student in the College of Law, 1852 Sunbury Road, COLUMBUS (43219);

-- Jean E. Girves, Ohio State alumna, assistant director of the Committee on Institutional Cooperation in Champaign, Ill., 510 S. McKinley Ave., CHAMPAIGN, I11. (61821);

-- John F. Sena, assistant provost for academic affairs and associate professor of English, 1150 Kenbrook Common St., UPPER ARLINGTON (43220);

-- The Office of Women's Services, 408 Ohio Union, Sheryl Hansen, coordinator;

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The Voice of Impaired Persons and Supporters, Newark Campus, NEWARK (43055), Lee St. John, Ohio State, and Alex Rolletta, Central Ohio Technical College, faculty co-advisers.

The awards were presented at the annual Affirmative Action Awards Dinner in the Ohio Union. Dagmar Celeste, wife of Ohio's governor and an affirmative action activist, was the speaker.

Discrimination still is far from conquered, she told the Ohio State audience. The very existence of an affirmative action awards program indicates that much remains to be done. "Affirmative action not only changes what is wrong; it preserves and nurtures what is right in this world," she said.

The awards recognize individuals or units of the university who have done the most to improve affirmative action at Ohio State. Each of the five recipients of the regular awards received a plaque and a $1,000 honorarium.

Those winners were selected by the University Senate Committee on Women and Minorities from a list of 25 nominees suggested by faculty, staff and students. The committee evaluated the nominations and made final recommendations to President Jennings.

The special award for President Jennings, which remained a secret until the dinner presentation, resulted from a recommendation of the present and past chairs of the committee.

Establishing the awards in 1982, Jennings said, "Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people -- equality of opportunity in access to a college education, in
career development and professional advancement, and in all aspects of human relations."

The award winners and a summary of their efforts:

--Linda L. Ammons, a third-year student in the College of Law, has demonstrated a commitment to the ideals of affirmative action since her first year at the university. She obtained an affirmative action grant to fund a conference entitled "Civil Rights and Affirmative Action: The Present Struggle for the Future." She organized and conducted the conference last spring while maintaining her rigorous educational and professional schedule. She also has been active in the Women's Law Caucus and the Student Bar Association. She recently was a featured artist in the Women of Color Consortium photographic exhibit in the Ohio Union. For her exemplary service and student leadership, the College of Law conferred upon her the John R. Moats Memorial Award.

--Jean E. Girves, an alumna and former assistant dean and college secretary for Ohio State's Graduate School, now is assistant director of the Committee on Institutional Cooperation (CIC), Champaign, Ill. At Ohio State she worked to promote the interests of women and minorities. She received three affirmative action grants to study factors that influence the progress of minority and women graduate students. A willing listener, she dealt with sexual harassment and discrimination problems. As a loaned executive to the United Negro College Fund, she helped to automate the organization's offices. She also helped to raise $300,000 from foundations to support minority students on summer research projects at CIC institutions. Girves has been a mentor and adviser for women faculty, staff and students.

--John F. Sena, assistant provost for academic affairs and associate professor of English, has worked to increase the representation of women and minorities at all levels of the university. He has insisted upon equal representation of men and women on university committees and initiated practices to ensure fairness in student participation in honorary societies and other student organizations. As author of the "Handbook on Faculty Searches," and in his department, Sena has stressed affirmative action in hiring practices. He was an active administrative adviser to the Council on Academic Excellence for Women in 1984-85. He received the Distinguished Teaching Award twice and the Outstanding Teaching Award once, as well as the Alfred Wright Award for his work as an adviser to student organizations.

--A comprehensive resource for women, the Office of Women's Services provides programs, consultation, education and information, and referrals. More than 200 programs each year are targeted to groups that include minorities, lesbians, disabled women, older and younger women, and women who are reentering careers. These programs range from skill building and career

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options to health and spiritual issues. The Rape Education and
Prevention Program offers many approaches to dealing with sexual
aggression. The office publishes a quarterly schedule of events
called the Women's Calendar, and distributes the Women's Resource
Handbook each year. The office's efforts have humanized the
collegiate experience for men and women on campus and in Columbus.

--The Voice of Impaired Persons and Supporters (VIPS) on the
Newark campus unites students, faculty and staff as advocates for
handicapped people. VIPS works to create barrier-free campus
buildings. The group sponsors Handicap Awareness Day on
alternate years, when non-disabled individuals spend the day with
simulated handicaps. VIPS provides educational programs and
coordinates free academic support services for handicapped
students. The group has worked with the coordinator of the
physical plant on a long list of physical changes to make campus
buildings more accessible. "No other single recognized student
organization on campus has had a more positive influence on the
campus life and the well-being of its constituents," says Julius
Greenstein, dean and director of the Newark campus.

--President Edward H. Jennings' nomination states, "This
nominee has no peers." This nomination for a unique award was
made by the past and present chairs of the University Senate
Committee on Women and Minorities in recognition of Jennings'
"substantial and significant affirmative action leadership." Jennis established both the Distinguished Affirmative Action
Awards and the Affirmative Action Grants programs. He created
the Office of Human Relations and the University Professional
Development Program for Internships and Institute Training. He
has implemented the University Senate resolution for increasing
the representation of minority and women faculty members. He has
repeatedly spoken out for and has consistently supported
affirmative action concerns throughout the university.

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Contact: Ned Cullom, Office of Human Relations, (614) 292-4747.
Written by David Tull

(D/333)
Affirmative Action Awards 1987

Stories by David Tull
Photos by Kevin Fitzsimons and Lloyd Lemmermann

Justice demands constant perseverance

The need to recognize affirmative action with awards shows that the fight against racism and sexism is far from over, according to Ohio's First Lady.

Dagmar Celeste made that assertion to more than 100 University faculty and staff at the fifth annual Distinguished Affirmative Action Awards banquet May 4.

"The very existence of an affirmative action awards program would be at least as much an indication of social and political failure as of success," she said.

However, the awards are "a way of moving us toward the time when there will be nothing extraordinary about advocacy for equal rights."

But there still is urgent need for affirmative action efforts. She cited declining black student enrollment in the nation's colleges and universities, and pay structures in which white women earn only 56 cents and minority women earn only 53 cents for each dollar a white man earns.

"Affirmative action is not and never can be simply a matter of laws and court decisions and Equal Employment Opportunities guidelines. It is not just a numbers game."

"True affirmative action transcends 'compliance' with the law. It is an act of conscience that results from an enlightened consciousness," Celeste asserted.

"It is certainly clear to me that the university, of all the institutions we have, has the greatest potential — and perhaps the greatest responsibility — for the promotion of consciousness raising on issues of social and political equality."

Governor Richard Celeste soon will launch a state Inter-Agency Council on Women's Issues, she said. The new organization will bring affirmative action principles to policy development.

Changing the structure of the workforce or of a student body is not enough, she said. "If real change is to take place, structural changes must be accompanied by serious ethical and ideological changes."

Ironically, the categories of people who are "protected" by affirmative action policies cover a wide spectrum of individuals, all except "able-bodied white heterosexual males aged 39 and under. It appears that the great majority of the people must be protected by law from the power of a tiny minority."

Celeste cited her own experiences in a family environment that ensures equality. "Affirmative action not only changes what is wrong; it preserves what is right in this world," she concluded.
Edward H. Jennings

Affirmative Action Award of Distinction

As President Jennings' nomination states, "this nominee has no peers." This nomination for a unique award was brought forward by the past and present chairs of the University Senate Committee on Women and Minorities in recognition of Jennings' "substantial and significant affirmative action leadership." Jennings established both the Distinguished Affirmative Action Awards and the Affirmative Action Grants programs. He created the Office of Human Relations and the University Professional Development Program for Internships and Institute Training. The president has implemented the University Senate resolution for increasing the representation of minority and women faculty members. He has repeatedly spoken out for and has consistently supported affirmative action concerns throughout the University.

The 1987 University Distinguished Affirmative Action Awards honor an unusually diverse group of recipients.

The awards this year were presented to a law student, a student-sponsored organization on the Newark campus, a University office and resource center, a long-time teacher and administrator, and, for the first time, to an alumnus.

Each of the recipients received a plaque and a $1,000 honorarium as a part of the award.

In addition, a special Affirmative Action Award of Distinction went to President Edward Jennings. Jennings was responsible for establishing the awards in 1982, as well as the Affirmative Action Grants.

The honors were presented at the annual Affirmative Action Awards Dinner May 4 in the Ohio Union. Ohio's First Lady, Dagnan Celeste, was the keynote speaker. (See page 7 for story about her address.)

The five winners of this year's regular awards were selected by the University Senate Committee on Women and Minorities from a list of 25 nominees suggested by faculty, staff and students. The committee rates nominees on their efforts to promote affirmative action beyond the requirements of civil rights laws. The committee then makes recommendations to Jennings.

The special award for Jennings, which remained a secret until the dinner presentation, resulted from a recommendation of the present and past chairs of the committee.

Establishing the awards in 1982, Jennings said, "Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people — equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."
The Ohio State University
Fifth Annual

Distinguished Affirmative Action
Awards Dinner

May 4, 1987
The Ohio Union
The fifth annual Distinguished Affirmative Action Awards Program honors six recipients from The Ohio State University community in recognition of their proven commitment and their outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all persons in every facet of University life and in society as a whole.

Linda L. Ammons
Linda L. Ammons is a third-year student in the College of Law. Since her first year, she has demonstrated extraordinary commitment to the ideals of affirmative action. Single-handedly, Ms. Ammons obtained an Affirmative Action Grant to fund a conference entitled "Civil Rights and Affirmative Action: The Present Struggle for the Future," which was conducted last spring. She successfully organized and conducted this conference, while at the same time, maintaining her rigorous educational and professional schedule. Ms. Ammons also has been active in the Women's Law Caucus and the Student Bar Association. She recently was a featured artist in the Women of Color Consortium photographic exhibit in the Ohio Union. For her exemplary service, The College of Law conferred upon her the John R. Moats memorial award for student leadership.

Jean E. Grives
Jean E. Grives, an Ohio State University graduate, is currently assistant director of the Committee on Institutional Cooperation (CIC). In her previous position as assistant dean and college secretary for the Graduate School of The Ohio State University, she worked both formally and informally to promote the interests of women and minorities. One of her major accomplishments was the development of the Graduate Student Handbook, which made all policies governing graduate students readily available for the first time. Dr. Grives was the recipient of three Affirmative Action Grants to study factors which influence minority and women graduate student progress. As one person within the University structure who was willing to listen, she became the contact person in the Graduate School to deal with sexual harassment and discrimination problems. As a loaned executive to the United Negro College Fund, Dr. Grives helped to automate UNCF offices. She was also instrumental in soliciting $300,000 from foundations to support minority students on summer research projects with faculty members at CIC institutions. Perhaps most important, Dr. Grives has been a mentor and adviser for women faculty, staff, and students—always encouraging communication among women and building systems of support.
John F. Sena

John F. Sena is an assistant provost for academic affairs and associate professor in the Department of English. Working diligently to increase the representation of women and minorities at all levels of the University, Dr. Sena has insisted upon equal representation of faculty men and women on University committees and initiated fairness in student participation in honorary societies and other student organizations. As author of the Handbook on Faculty Searches and in his own recruitment efforts in the Department of English, he continually stresses affirmative action in hiring practices. As administrative adviser to the Council on Academic Excellence for Women during the 1984-85 academic year, Dr. Sena led the way to increasing public awareness of the group's activities. Although he is an 18th-century literature specialist, Dr. Sena's essay on Geraldine Ferraro is a perceptive analysis of the problems confronted by women in leadership positions. Dr. Sena has received the Distinguished Teaching Award twice and the Outstanding Teaching Award once, as well as the Alfred Wright Award for his exceptional role as adviser of undergraduate student organizations.

The Office of Women's Services

In its multiple roles as program provider, consultant, educator, and the source of information and referrals, the Office of Women's Services presents a comprehensive resource for women at The Ohio State University. The Office conducts over 200 programs annually that are targeted to all groups of women, including minorities, lesbians, and disabled, older, younger, and reentry women. The programs range from skill building and career options to health issues and spiritual growth. Academic and administrative units regularly consult with the Office in order to identify, articulate, and respond to women's issues that may affect their area. With a 20 percent increase in demand for services each year, the Rape Education and Prevention Program provides consultations, presentations, and workshops on all forms of sexual aggression. The Office of Women's Services publishes a quarterly schedule of events, the Women's Calendar, and distributes the Women's Resource Handbook annually. Through its affirmative action efforts, the Office of Women's Services has humanized the collegiate experience for both men and women on campus as well as the Columbus community and continually responds to individual and group concerns.

The Voice of Impaired Persons and Supporters

The Voice of Impaired Persons and Supporters (VIPS), a student, faculty, and staff organization, serves as an advocate for handicapped persons on the Newark Campus of The Ohio State University. In order to improve access and accommodation for the disabled, the Voice of Impaired Persons and Supporters initiates and supports efforts to create barrier-free buildings. At the Handicap Awareness Day held on alternate years, non-disabled persons experience the problems of being handicapped by spending the day in a wheelchair, wearing eye patches or earplugs, or otherwise simulating a handicap. In addition, VIPS makes presentations, sponsors speakers and entertainment by handicapped persons, and coordinates free academic support services for Newark Campus handicapped students. Funds raised through annual plant sales, have been used to purchase and donate to the campus library a large print dictionary for visually impaired readers. VIPS has an outstanding record of achievement in cooperating with the coordinator of the Physical Plant on the Newark Campus in modifying some of the facilities on campus. The list of cooperatively enacted changes includes lowering drinking fountains, stabilizing floor mats, installing electronic doors, adding chair rails where needed, lowering towel dispensers in restrooms, increasing handicapped parking spaces, converting an elevator from key operation to a push button system, and identifying a non-skid floor wax. As Dr. Julius Greenstein, dean and director at OSUN, states, "no other single recognized student organisation on campus has had a more positive influence on the campus life and the well being of its constituents."
AFFIRMATIVE ACTION AWARD OF DISTINCTION

Edward H. Jennings

This nomination was brought forward by the past and present chairs of the University Senate Committee on Women and Minorities: Drs. James Leitzel, Felicisima Serafica, Seymour Kleinman, and Elizabeth Gross. They wished to honor the substantial and significant affirmative action leadership given to this University by Edward H. Jennings. As the nomination states, “this nominee has no peer.” Therefore, the Committee on Women and Minorities felt it appropriate to honor Dr. Jennings with a unique award, the Affirmative Action Award of Distinction.

President Jennings has contributed greatly to affirmative action, fairness, and equity at the University. He established both the Distinguished Affirmative Action Awards Program and the Affirmative Action Grants Program and effected Ohio State’s South African divestment. He created the Office of Human Relations and the University Professional Development Program for Internships and Institute Training. He also implemented the University Senate resolution for increasing the representation of minority and women faculty members.

In 1982 when he established the Affirmative Action Grant Program, he proclaimed:

- Part of the essential mission of a university, and a public university in particular, is to ensure that all the talent available to society is developed to its full potential. It is my goal . . . to promote the principles of equal opportunity and affirmative action as an integral component of every aspect of this institution.
- This goal is too often viewed as an obligation of law and regulation. There is more than the force of law behind Ohio State's commitment. This is a question of right and wrong, and our commitment is based on the ethical and moral obligation of a university in society to take a leadership role in advancing these principles.

As Seymour Kleinman states, “his commitment is not only in word but in his action.” Through his action, President Jennings has promoted a cohesiveness in the University community and made a positive qualitative difference in the campus climate. This is a difference from which we all benefit.

Edward H. Jennings has clearly led us by word and action. His words, to

the Board of Trustees on June 7, 1985, as he sought a South African divestment vote, are inspiring.

The Ohio State University, a part of the honored land-grant tradition, is expected to be a force for the social good, reflecting the philosophy of public higher education under which the land-grant universities were established in this nation. It is incumbent upon us to recognize the appropriateness of serving these ideals where and how we can, in a manner consistent with our mission in society.
And we must recognize our obligation to lead as well as to reflect society.

The pragmatist in him addressed the question of why bother with affirmative action as he spoke to the Columbus Urban League:

Affirmative action does not benefit just the members of one race, or even members of all racial or ethnic minorities alone. Affirmative action serves the best interests and works to the advantage of every member of our society, including white males.

We are indeed most fortunate to have this pragmatic and inspiring leadership with affirmative action embodied in our President. This award represents our humble “Thank You.”
University Senate Committee on
Women and Minorities

Elizabeth L. Gross, Chairperson
Sue A. Blanishan, Ex Officio
Caroletta M. Curtis
Robert Jiobu
Clair A. Johnson, University Senate Liaison
Richard C. Kelsey
Christine Keough
Sharron Martin-Capen
Claudia T. Melear
Barbara M. Newman, Liaison to Office of Academic Affairs
Marilyn J. Peters
Amy Riemenschneider
Joseph F. Strangas, Jr., Ex Officio

The Distinguished Affirmative Action Awards Program
is sponsored by the
University Senate Committee on Women and Minorities
in cooperation with the
Office of Human Relations
Affirmative action efforts awarded

By EILEEN MALONE
Lantern staff writer

Nominations for five $1,000 Distinguished Affirmative Action Awards are being accepted for individuals and campus organizations involved in improving women and minority affairs across campus.

The awards are sponsored by the University Senate Committee on Women and Minorities in cooperation with the Office of Human Relations.

Ned Cullom, program coordinator for the Office of Human Relations, said the awards recognize students, staff, faculty, administrators, alumni, college departments or campus organizations who have fulfilled Ohio State's commitment to a positive and continuing affirmative action program.

Affirmative action is the commitment that a person or organization will actively seek to overcome effects of past discrimination against women and minorities by making continuous efforts in their recruitment, employment, retention, graduation and promotion, Cullom said.

Nominees are recognized for their affirmative action efforts in one or more of three categories, which are teaching, research and service, Cullom said.

Cullom said visible activities that demonstrate the person's commitment to affirmative action are grounds for nomination, such as developing and implementing a minority action plan.

President Edward H. Jennings received a special Affirmative Action Award of Distinction in May for his Minority Action Plan.

John Sena, associate provost of English, also won an award in May for his efforts in improving women and minority affairs.

"He has worked to increase the representation of women and minorities at all levels of the university to maintain fair representation on various university committees," Cullom said.

Sena recently wrote a book entitled Handbook on Faculty Searches that aids departments in recruiting women and minority faculty.

He participated in minority recruitment efforts last year and is a member of a group that is developing procedures to handle sexual and racial harassment on campus. Sena was also the first male member of Chimes, an exclusively female junior honorary.

"It is an award that I value very dearly. I believe very much in our efforts in this area," Sena said.

The Office of Women's Services also received the award in May for providing services to bring women into the mainstream campus environment, Cullom said.

Linda Ammons, a third-year law student, won an award for writing a proposal for an affirmative action grant. She conducted a seminar on civil rights and affirmative action through the College of Law, which was funded by an affirmative action grant. She was also active in the law association and women's caucus, Cullom said, and acted on behalf of women in her profession.

"The award makes people conscious that we have an ongoing effort to improve our affirmative action record," Sena said. "If we keep it visible that we do care about these issues, people are more likely to contribute to them."
Committee nominated for award

Group receives recognition for affirmative action work

By JODY SHUMAKER
Lantern staff writer

Three years after being established, the Minority Issues Committee has won Residence and Dining Halls recognition for its affirmative action policies with a nomination for the Distinguished Affirmative Action Award.

The Minority Issues Committee was established by the director of Residence and Dining Halls to take a proactive rather than reactive stand for affirmative action.

The committee will find out next quarter whether it got the award.

Bill Hall, director of Residence and Dining Halls, established the committee in March 1985, in response to racist and anti-Semitic acts that had taken place in the residence halls.

A woman in Lincoln Tower was assaulted and a swastika was scratched on her stomach. Racist graffiti also appeared on walls.

As a result of investigations, seven subcommittees were formed to represent the six legally recognized minorities.

These groups include subcommittees for blacks, Hispanics, physically challenged, gay/lesbian/bisexual, international/Asians, Jewish and women.

Each subcommittee does programming to address the various issues each minority group faces and to increase awareness of the rest of campus about those issues.

These subcommittees are made up of representatives from each Residence and Dining Halls department and level.

Michelle Jacobson, chairwoman of the subcommittees, read the statement of purpose, "The mission of the Minority Issues Committee is to actively support justice and human dignity for all members of the campus community and to work toward eliminating discrimination of any kind. Its purpose is to support existing University programs of minority opportunity, such as equal employment and affirmative action policies, as well as to provide direction and leadership in meeting the needs of minority students and staff."

"(Discrimination) is everywhere," Jacobson said. "But if all we do is say, 'Oh my God, this is such a big problem, there's no way I can solve it,' that's true.

"Think of it as being on a continuum, and where those little benchmarks are," she said. "Yeah, you can't fix the whole thing, but you can confront a racist joke; you can confront a sexist comment. Those little things can be done, and those little things really add up."

Various programs sponsored by these subcommittees include a speaker in November, Karen Thompson, who "depicted sexism, homophobia and handicapism in the nation," Hispanic Awareness Week, Minority Awareness Day, the Yom Hasho'Ah Holocaust Memorial, and others.

Each group works with a liaison from different offices that are usually on campus. For example, the women's issues subcommittee works with the Office of Women's Services while the subcommittee for the physically challenged works with the Office of Disability Services. The Jewish subcommittee, however, works with the Hillel Foundation because there is not a department on campus that serves Jewish students.
Awards note commitment for equality

Six winners have been selected to receive Affirmative Action Awards this year by the University Senate Committee on Women and Minorities.

The awards recognize students, staff, faculty, and organizations that have made significant contributions to equality of opportunity at the University. Awards include a plaque and a $1,000 honorarium.

They will be honored at a dinner for invited guests in the Ohio Union. U.S. Rep. William H. Gray III, D-Pa., will speak at the banquet. Gray is in his fifth term in Congress and his second term as chair of the House Budget Committee.

A graduate of Franklin and Marshall College, he received a master's in divinity from Drew Theological Seminary and a master's in theology from Princeton Theological Seminary.

This year's Affirmative Action Award recipients include:
- Ernest W. Johnson, chairperson of the Department of Physical Medicine and associate dean for external affairs in the College of Medicine;
- Anne S. Pruitt, director of the Center for Teaching Excellence and professor in the Department of Educational Policy and Leadership;
- S. Yolanda Robinson, program coordinator for the Department of Black Studies Community Extension Center;
- Elsie Williams-Wilson, associate professor in the College of Nursing's Department of Family and Community;
- Alvin D. Jackson, a third-year student in the College of Medicine;
- and, the Women of Color Consortium, a women's support organization.

The awards were initiated by President Jennings in 1982.
The Ohio State University
Sixth Annual

Distinguished Affirmative Action Awards Dinner

May 2, 1988
Terrace Dining Room
The Ohio Union
The sixth annual Distinguished Affirmative Action Awards Program honors six recipients from The Ohio State University community in recognition of their proven commitment and their outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all persons in every facet of University life and in society as a whole.

1988 Distinguished Affirmative Action Awards Dinner

Terrace Dining Room
Monday, May 2, 1988
7 p.m.

Welcome
Caroletta M. Curtis
Co-chair, University Senate Committee on Women and Minorities

Dinner

Introduction
Sue A. Blanshan
Executive Officer, Office of Human Relations

Remarks
Edward H. Jennings
President, The Ohio State University

Keynote Address
The Honorable William H. Gray, III

Presentation of Awards
Edward H. Jennings
Caroletta M. Curtis
Amy Riemschneider
Co-chair, University Senate Committee on Women and Minorities

Closing
Amy Riemschneider

Our guest speaker, U.S. Representative William H. Gray, III, exemplifies the humanitarianism and affirmative action efforts that we are recognizing this evening. Since 1980, Congressman Gray has authored and sponsored a variety of legislation to aid minorities and women in this country and around the world. He authored the bill that established the African Development Foundation, which delivers U.S. aid to African villages, and wrote the House version of the Anti-Apartheid Acts of 1985 and 1986. He also successfully proposed amendments to increase the numbers of minority and women officers in the Foreign Service. In 1988, Gray authored a series of provisions to require participation by minority and women businesses, historically Black colleges, and minority private agencies in the U.S. Agency for International Development's assistance programs. He received a Bachelor of Arts degree from Franklin and Marshall College, a Masters in Divinity from Drew Theological Seminary, a Masters in Theology from Princeton Theological Seminary, and has done additional graduate study at the University of Pennsylvania, Temple University, and Oxford University in England. We are pleased to welcome Congressman Gray as our keynote speaker for this distinguished occasion.
1988 Distinguished Affirmative Action Award Recipients

Alvin D. Jackson

Alvin D. Jackson is a third-year student in the College of Medicine. He has demonstrated extraordinary dedication to the recruitment and retention of Blacks in the College of Medicine. Mr. Jackson was responsible for successfully organizing and coordinating the first reunion of Black alumni in the 183-year history of The Ohio State University College of Medicine. This event, held September 11-13, 1987, was partially funded by the Affirmative Action Grants Program and sponsored by the Ohio State Chapter of the Student National Medical Association and the Columbus Chapter of the National Medical Association. Mr. Jackson's work as an officer in the Student National Medical Association has made a great impact on bridging the gap between physicians and students as well as between health professionals and the minority community. By his direct involvement in producing a written history of Black graduates of the College of Medicine, Mr. Jackson has worked hard to improve the image of Ohio State in the eyes of minority pre-medical and medical students. Mr. Jackson, along with the other members of the Student National Medical Association, was instrumental in working to help establish a scholarship fund for Black medical students. This scholarship fund will go a long way in helping the University realize its commitment to train students of all ethnic backgrounds. Most important, Mr. Jackson has made time during his rigorous medical school training to create opportunities for the University to more effectively practice its affirmative action policy.

Anne S. Pruitt

Anne S. Pruitt is currently director of the Center for Teaching Excellence and professor of education in the Department of Educational Policy and Leadership. Her career and efforts in the area of affirmative action span three decades. She has made notable contributions as an educator, scholar, lecturer, and University administrator and has authored numerous articles and books. As an associate dean of the Graduate School (1979-84), Dr. Pruitt prepared proposals for five successfully funded grants to the U.S. Department of Education for Graduate and Professional Opportunity Program (O*POP) Fellowships totaling more than $1 million. One of her most notable accomplishments was her testimony to the Subcommittee on Postsecondary Education on "The Graduate and Professional Study Grant Program." Her testimony was instrumental in the expansion of the O*POP. This vital program, which is currently known as the Patricia Roberts Harris Fellowship Program, provides scholarships for minority and women graduate students throughout the country. For many years, Dr. Pruitt has been actively involved in and contributed a great deal to the area of student personnel education. Aside from her demanding administrative schedule, she teaches a course in the College of Education entitled "Student Personnel Programs for the Culturally Different." This course is designed to focus on the special needs of minority students in institutions of higher learning. Her most recent book, In Pursuit of Equality in Higher Education, reflects research on current issues pertaining to Blacks and other minorities in higher education. The impact of Dr. Pruitt’s efforts for minority students reach far beyond Ohio State and academia. Dr. Pruitt continues to be an articulate spokesperson for the needs, rights, and problems of minorities in our society.

S. Yolanda Robinson

S. Yolanda Robinson is program coordinator for the Department of Black Studies Community Extension Center. For the past 17 years, Ms. Robinson has been an activist for minority and women's concerns within the University and at the local, state, and national levels. Ms. Robinson's dedication to affirmative action has been demonstrated through her extensive University service and community activities in a number of ways. In 1984, she and three colleagues were awarded an Affirmative Action Grant to survey the status, concerns, and interests of Ohio State's clerical workers. The results helped contribute to changes in staff development opportunities and programs that affect the lives of classified civil service staff. Ms. Robinson is a founding member and past president of the Cardinal Chapter of Nine to Five National Association of Working Women, an organization of office workers. In 1985, she also served on the President's Affirmative Action Committee, which studied the state of affirmative action at Ohio State and subsequently recommended a five-year plan for improved affirmative action advocacy. She has received numerous citations of merit for outstanding work in community service from such groups as the National Council for Black Studies, Ohio Black Political Assembly, Columbus Metropolitan Community Action Agency, and the Black Graduate and Professional Caucus. Her dedication to equal opportunity and affirmative action is also demonstrated in the titles of presentations she has made locally and nationally. These include Black Men and Women in the Labor Movement, Problems of Working Mothers Moving Up the Career Ladder (NBC Today Show), Setting Your Own Personal and Professional Goals, Women Working Together for Rights and Respect, and The Importance of Being a Secretary.
Dr. Ernest W. Johnson

Dr. Ernest W. Johnson is chairperson in the Department of Physical Medicine and associate dean for external affairs in the College of Medicine. Dr. Johnson’s life and work have been in many ways personally dedicated to the ideals promulgated in The Ohio State University Affirmative Action Policy. He works diligently to improve the lives of the physically handicapped, minorities, and women. In 1968, Dr. Johnson founded the Committee on Rehabilitation Efforts for Assisted Living (REAL). Under his leadership, a grant was obtained to build Creative Living in 1974. Creative Living, a residence specially designed to permit physically handicapped persons to live and function independently, was the first such establishment in the Midwest. Dr. Johnson also was part of the original group in 1970 that organized and established the Ohio Wheelchair Athletic Association. This organization was designed to stimulate opportunities for the disabled person in a wheelchair to learn and participate in competitive sport and leisure pursuits. Committed to equal job opportunity, he has successfully recruited women, minorities, and handicapped instructors to teach and work in his department. Among his many distinguished awards are the Golden Key Award from the American Congress of Rehabilitative Medicine, Ohio State University Alumni Centennial Award, College of Medicine Alumni Achievement Award, the Frank Krusen Award for Rehabilitation, and the Golden Eagle Award for his production of "Kevin is Four," a motion picture about a congenital amputee. Dr. Johnson’s dedication to the principles of affirmative action has had a profound effect on the lives of the people he has helped.

Elele Williams-Wilson

Elele Williams-Wilson, an associate professor in the College of Nursing’s Department of Family and Community, has made tremendous contributions to affirmative action at Ohio State and throughout the community over the past thirty years. Through a variety of efforts to recruit and retain minority students in the College of Nursing, Ms. Williams-Wilson has been a steady source of help to students, staff, and faculty alike. Working with the admissions committee in the College of Nursing, she helped to establish relevant admission criteria for minority students and designed a course to facilitate interest in and understanding of the admission process to the College of Nursing for ethnic minorities. Ms. Williams-Wilson has emphasized the nursing care needs of culturally diverse clients by developing undergraduate and graduate level courses for nursing students. Moreover, through her efforts in curriculum development, content related to cultural diversity has been integrated into all undergraduate courses in the College of Nursing. As co-director of an Affirmative Action Grant project, Ms. Williams-Wilson developed an audio-visual program about nursing care of culturally diverse people and constructed cultural diversity study modules for use with each undergraduate course. Through faculty workshops, she also has sensitized colleagues to the nursing care needs of minority clients. In cooperation with the Black Studies Extension Center, she has planned recruitment programs for high school students, LPNs, nurses’ aides, and hospital orderlies. Among her many community service activities, for the past ten years Ms. Williams-Wilson has actively served the ECCC Family Health Center, a primary health care facility serving predominantly Black families in Columbus; the Whitehall Community Counseling Center; and the Franklin County Unit of the American Cancer Society.

Women of Color Consortium

The Women of Color Consortium (WOCC) offers a coordinated and concerted effort to provide programs and a network of support to women of color. Since 1981, the Women of Color Consortium has striven to improve the status of women of color at Ohio State by providing a forum that supports, encourages, and allows for retention, positive mobility, and avenues for equity through mentoring, linking, and connecting. It is important to recognize that all of the work done by WOCC is volunteered by its members. What really sets this group of women apart from other individuals and organizations, who make important contributions to affirmative action, is that much of the work done by WOCC leaders is done outside the framework of their University positions and with little or no financial resources. WOCC encourages other campus units to attend to the needs of women of color. They have helped the Center for Women’s Studies identify areas where they could better serve minority women students and staff in curriculum and programming. Similar efforts with other campus units, include Black Student Programs, Hispanic Student Programs, Women’s Services, the College of the Arts, and the University Gallery. On a yearly basis, they sponsor a reception and a series of programs that address issues of concern to women of color. Their programs also provide a variety of information helpful to women in their survival and growth at the University and in their personal lives.
University Senate
Committee on Women and Minorities

Sue A. Blanshan, Ex Officio
Caroletta M. Curtis, Co-chairperson
Frank W. Hale, Ex Officio
Robert Jlobu
Sharron Martin
Virginia F. Midkiff
L. Alayne Parson
Amy Riemenschneider, Co-chairperson
Howard B. Williams
Shari Yeh

The Distinguished Affirmative Action Awards Program
is sponsored by the
University Senate Committee on Women and Minorities
in cooperation with the
Office of Human Relations
COLUMBUS, Ohio -- The sixth annual Distinguished Affirmative Action Awards at Ohio State University honored a diverse group of recipients.

The awards were presented at a banquet May 5 to an Ohio State medical student, a staff member, three faculty and administrators and a campus organization.


This year's awards went to:

-- Alvin D. Jackson, a third-year medical student in the College of Medicine, 237 S. 18th St., COLUMBUS (43205);

-- Ernest W. Johnson, chairperson of the Department of Physical Medicine and associate dean for external affairs in the College of Medicine, 3744 Lyon Dr., COLUMBUS (43220);

-- Anne S. Pruitt, director of the Center for Teaching Excellence and professor of educational policy and leadership, College of Education, 3440 Olentangy River Rd., COLUMBUS (43202);

-- S. Yolanda Robinson, a program coordinator for the Department of Black Studies Community Extension Center, 2960 E. 11th Ave., COLUMBUS (43219);
Women of Color Consortium, a university women's support organization; founders and co-convenors are Patricia Williams, assistant ombudsman, 444 E. Tompkins St., COLUMBUS (43202); Tina Sullivan-Love, director of minority services, Student Life, 3070 Pine Valley, COLUMBUS (43230) and Ruth Gresham, special assistant in the Office of Human Relations, 1631 Roseview Dr., COLUMBUS (43209);

Elsie Williams-Wilson, associate professor in the College of Nursing's Department of Family and Community, 671 Greenwood Road, WHITEHALL (43213).

The awards recognize individuals or university units which have done the most to improve affirmative action at Ohio State. Each recipient received a plaque and a $1,000 honorarium.

The winners were selected by the University Senate Committee on Women and Minorities from 32 nominations from faculty, staff and students.

In establishing the awards in 1982, President Edward H. Jennings said, "Through this award, we pay tribute to individuals and academic units who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity for all people -- equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."

The award winners and a summary of their efforts:

Alvin D. Jackson, third-year student in the College of Medicine, has shown extraordinary dedication to the recruitment and retention of Blacks in the college. In 1987, he organized and coordinated the first reunion of Black alumni in the college's 153-year history, an event partially funded by the Affirmative Action Grants Program and sponsored by the Ohio State Chapter of the Student National Medical Association and Columbus Chapter of the National Medical Association. As an officer in
the Student National Medical Association, he has helped bridge
the gap between physicians and students and between health
professionals and the minority community. With other members
of the association, he was instrumental in establishing a
scholarship fund for Black medical students. He also produced a
written history of Black graduates of the College of Medicine.

-- Ernest W. Johnson, chairperson of the Department of
Physical Medicine and associate dean for external affairs in the
College of Medicine, has been active for many years on behalf of
the physically handicapped, minorities and women. He founded in
1968 the Committee on Rehabilitation Efforts for Assisted Living
(REAL). Under his leadership, a grant was obtained in 1974 to
build Creative Living, a residence designed to permit persons
with physical handicaps to live independently, the first such
establishment in the Midwest. He also helped initiate the Ohio
Wheelchair Athletic Association in 1970. Committed to equal job
opportunity, he has successfully recruited women, minorities and
people with handicaps to teach and work in his department. Among
the awards he has received are the Golden Key Award from the
American Congress of Rehabilitative Medicine, Ohio State's Alumni
Centennial Award, the College of Medicine Alumni Achievement
Award, the Frank Krusen Award for Rehabilitation and the Golden
Eagle Award for his production of "Kevin is Four," a motion
picture about a congenital amputee.

-- Anne Pruitt, director of the Center for Teaching
Excellence and professor of educational policy and leadership,
for over three decades has made contributions as an educator,
scholar, lecturer, administrator and author of books and
articles. As associate dean of the Graduate School in 1979-84,
she prepared proposals resulting in five U.S. Department of
Education grants totalling more than $1 million for the Graduate
and Professional Opportunity Program. Her testimony before the
Subcommittee on Postsecondary Education on the Graduate and
Professional Study Grant Program, was instrumental in expansion
of that program, which provides scholarships for minority and
women graduate students throughout the country. She teaches a
course: "Student Personnel Programs for the Culturally
Different," designed to focus on the special needs of minority
students. Pruitt's most recent book, "In Pursuit of Equality in
Higher Education," reflects research on current issues pertaining
to Blacks and other minorities in higher education.

--S. Yolanda Robinson, program coordinator for the Department
of Black Studies Community Extension Center, has been an activist
for minority and women's concerns within the university and at
local, state and national levels for 17 years. In 1984, she and
three colleagues received an Affirmative Action Grant to survey
the status and concerns of Ohio State’s clerical workers. The
findings contributed to improvements in staff development
opportunities. Robinson is a founding member and past president
of the Cardinal Chapter of Nine to Five National Association of
Working Women, an organization of office workers. In 1985, she
served on the President's Affirmative Action Committee at Ohio
State, which studied existing programs and recommended a
--more--
five-year action plan. She has received numerous citations of merit for outstanding work in community service from such organizations as the National Council for Black Studies, Ohio Black Political Assembly, Columbus Metropolitan Community Action Agency, and the Black Graduate and Professional Caucus. She has made a number of presentations locally and nationally on issues relating to minorities and women in work situations.

--- Elsie Williams-Wilson, associate professor of family and community in the College of Nursing, has been active in efforts to recruit and retain minority students in nursing for more than 30 years. She has worked with the college admission committee to establish relevant admission criteria for minority students and designed a course to facilitate interest in and understanding of the admission process for ethnic minorities. She also has developed courses for nursing students to emphasize the nursing care needs of culturally diverse clients. As co-director of an Affirmative Action Grant project, Williams-Wilson developed an audio-visual program on nursing care of culturally diverse people and constructed diversity study modules for use with each undergraduate course. She has conducted faculty workshops to sensitize colleagues to the nursing care needs of minorities. In cooperation with the Black Studies Extension Center, she has planned recruitment programs for high school students, LPNs, nurses' aides and hospital orderlies. In the past 10 years she has been active in the ECCO Family Health Center, a primary care facility serving predominantly Black families in Columbus; the Whitehall Community Counseling Center, and the Franklin County Unit of the American Cancer Society.

--- The Women of Color Consortium offers a coordinated effort to provide programs and support networks for women of color. Since 1981, the consortium has attempted to improve the status of women of color at Ohio State, providing a forum which supports and encourages these women and supplies avenues for mentoring, linking and communication. The work of the consortium is done entirely by member volunteers. Much of the work done by consortium leaders is done entirely outside the framework of their university positions, with limited financial resources. The consortium attempts to encourage other campus units to attend to the needs of women of color. It has helped the Center for Women's Studies identify areas in which it could better serve minority women students and staff. Similar efforts have been carried out with Black Student Programs, Hispanic Student Programs, Women's Services, the College of the Arts and University Gallery. Each year, the consortium sponsors a reception and a series of programs addressing issues of concern to women of color.

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Contact: Ned Cullom, Office of Human Relations (614) 292-4747. Written by David Tull. (D/413)
1988 Affirmative Action Awards

Alvin D. Jackson

A third-year student in the College of Medicine, Alvin D. Jackson is dedicated to the recruitment and retention of Blacks. In 1987, he organized and coordinated the first reunion of Black alumni in the college's 13-year history. As an officer in the Student National Medical Association, he has helped bridge the gap between physicians and students and between health professionals and the minority community. With other members of the association, he was instrumental in establishing a scholarship fund for Black medical students. He also produced a written history of Black graduates of the College of Medicine.

Ernest W. Johnson

Ernest W. Johnson, chairperson of the Department of Physical Medicine and associate dean for external affairs in the College of Medicine, has been active for many years on behalf of the physically handicapped, minorities and women. In 1968 he founded the Committee on Rehabilitation Efforts for Assisted Living (REAL). He helped obtain a grant in 1974 to build Creative Living, a residence designed to permit persons with physical handicaps to live independently, the first such establishment in the Midwest. He also helped initiate the Ohio Wheelchair Athletic Association in 1970. He has recruited women, minorities and people with handicaps to teach and work in his department.

Anne Pruitt

For more than three decades, Anne Pruitt has made contributions as an educator, scholar, lecturer, administrator and author. She is director of the Center for Teaching Excellence and professor of educational policy and leadership. In 1979-84, she prepared proposals resulting in five U.S. Department of Education grants totalling more than $1 million for the Graduate and Professional Opportunity Program, which provides scholarships throughout the country. She teaches a course, "Student Personal Programs for the Culturally Different." And her most recent book, In Pursuit of Equality in Higher Education, reflects research on issues pertaining to Blacks and other minorities in higher education.

S. Yolanda Robinson

Yolanda Robinson has been an active minority and women's advocate within the University and at local, state and national levels for 17 years. In 1984, she and three colleagues surveyed the status and concerns of Ohio State's minority workers. Their findings contributed to improvements in staff development opportunities. Robinson, program coordinator for the Black Studies Community Extension Center, is a founding member and past president of the Cardinal Chapter of Nine to Five National Association of Working Women, an organization of office workers. In 1985, she served on a University committee that studied affirmative action programs.

Elsie Williams-Wilson

A n associate professor of nursing, Elsie Williams-Wilson has been active in efforts to recruit and retain minority students in nursing for more than 30 years. She has worked with the College of Nursing admissions committee to establish realistic criteria for minority students. She designed a course to facilitate interest in and understanding of the admissions process for ethnic minorities. She also has developed courses and an audio-visual program for nursing students and faculty. In cooperation with the Black Studies Extension Center, she has planned recruitment programs for high school students, LPNs, nurses aides and hospital aides.

Women of Color Consortium

Since 1981, the Women of Color Consortium has attempted to improve the status of minority women at Ohio State. The group provides support and encouragement and supplies vehicles for mentoring, linking and communication. Its founders and co-coordinators are Patricia Williams, assistant ombudswoman; Tina Sullivan-Love, director of minority services, Student Life; and Ruth Graham, special assistant, Human Relations. Volunteers do the work, much of it done entirely outside the framework of their University positions, with limited financial resources. The consortium also attempts to encourage other campus units to attend to the needs of women of color and each year sponsors a reception and a series of programs.

Stories by David Tull

Photos by Kevin Fitzsimmons, Lloyd Lemmermann
The Ohio State University
Seventh Annual

Distinguished Affirmative Action
Awards Dinner

May 1, 1989
Terrace Dining Room
The Ohio Union
Distinguished Affirmative Action Awards Program honors three faculty members, three alumni, and one campus organization from The Ohio State University for their proven commitment and outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all persons in every facet of University life and society as a whole.
1989 Distinguished Affirmative Action Award Recipients

Bunny C. Clark

Bunny C. Clark, professor of physics, has exemplified affirmative action in her personal and professional life. As a research associate, scientist, and faculty member in the Department of Physics at Ohio State for the past 20 years, Dr. Clark has been an outstanding role model and mentor for female students, faculty, and staff. She has promoted career opportunities in science for women and minorities through her active participation in professional organizations and programs at the local, state, and national level.

Her nominators for this award consistently cite Dr. Clark’s influence as a teacher and role model. An outstanding scientist who has been recognized often for her contributions to physics research, she nevertheless puts great emphasis on teaching. She prefers to teach lower-level undergraduate physics courses where she can influence more potential scientists. As an adviser and as an exemplary example, Dr. Clark encourages young women to pursue studies in the sciences.

Carolletta D. Curtis

Carolletta D. Curtis, associate professor of social work, has worked tirelessly for more than 20 years to facilitate minority students’ access to and achievement in higher education. Her efforts have extended well beyond the College of Social Work to include not only the entire University but also much involvement in the Columbus community.

Professor Curtis has tutored, counseled, advised, and encouraged Black students in the elementary and high school grades to prepare them for college. She has vigorously recruited Black undergraduate and graduate students for Ohio State and for the College of Social Work.

Her concern does not end with getting minority students into college. She has established mentoring programs and provided personal support to Black students, advocated policies and procedures sensitive to the needs of special populations, served as faculty adviser to minority student organizations, and been a leader in affirmative action issues on campus and in the community.

Wilburn H. Weddington

Wilburn H. Weddington, through his work as a family physician and clinical associate professor in the College of Medicine, has had a profound impact on the lives of thousands of Central Ohioans. His commitment to providing medical care to residents of the inner city, often without payment, has improved the health and well-being of many persons.

As a teacher of medical students, Dr. Weddington’s influence is even wider. Through his example and his advocacy, future family practitioners have been made aware of the special health care needs of minority populations.

He has been a visible proponent of improvements in medical care in the Black community and a leader in getting various medical organizations to adopt programs directed at inner city health care.

However, his most “affirmative action” has been that which he does quietly, often anonymously. He has, through personal nurturing and intervention, turned numerous young people away from destructive lifestyles. In the words of his nominators, “He has helped directly and he has taught others to help in the true meaning of the title ‘doctor.’”

1988 Homecoming Steering Committee

The 18 undergraduate students who formed the 1988 Homecoming Steering Committee, a registered student organization, demonstrated their commitment to the values inherent in the University’s affirmative action program throughout their work.

They determined that selecting the homecoming court traditionally had been considered a “white majority” activity and that previous sincere, but inadequate, efforts to open it up to the entire student community had been unsuccessful. Therefore, under the leadership of chairperson Michael Anthony Winbush, the group completely revised the selection process. Minority students were specifically invited to apply for the court, and each step of the selection process was evaluated and corrected to eliminate bias and inconsistencies.

As a result of their activities, 13 of the 74 applicants for positions on the 1988 Homecoming Court and four of the 10 selected were members of minority groups.

The 1988 Homecoming Steering Committee members’ commitment to affirmative action goals and their persistence pursuing those goals set a standard to be emulated by other campus groups.
Three alumni of the College of Law—Guy L. Reece, II, Norton Webster, and Ben L. Zox—were instrumental in creating an affirmative action program to increase the number of minority attorneys in large law firms. Because clerkships are important conduits to job offers, the Columbus Bar Association, under these men's leadership, established a Minority Clerkship Program for students in The Ohio State University and Capital University law colleges.

Nine large Columbus law firms each agreed to provide a summer clerkship for a first-year minority law student selected by the colleges. In the two years the program has been in operation, 18 students have earned about $200,000 and attained invaluable experience. As a direct consequence of their experiences, the law students received offers for second clerkships and permanent positions. Four of the original Ohio State students in the program have accepted positions with large corporate law firms.

A spin-off program by the Columbus Bar Association is now making similar minority clerkships available in the corporate and public law sectors.

Guy Reece, Norton Webster and Ben Zox took affirmative action into the professional community and provided a striking demonstration of how much impact alumni can have on the lives of current students.
University Senate
Committee on Women and Minorities

Sue A. Blanshan, Ex Officio
Michael O. Garraway
Linda K. Jackson, Ex Officio
Dagmar C. Lorenz
Sharron Martin
Amy Riemenschneider, Chairperson
Karla L. Roehrig
Valancia K. Turner
Amy K. Valentine
M. Sue Whittington
Howard B. Williams

The Distinguished Affirmative Action Awards Program
is sponsored by the
University Senate Committee on Women and Minorities
in cooperation with the
Office of Human Relations
AWARDS HONOR AFFIRMATIVE ACTION

COLUMBUS -- The seventh annual Distinguished Affirmative Action Awards at The Ohio State University honored three faculty, three alumni who are Columbus attorneys and a student organization.

The honors were presented Monday (5/1) at the annual awards banquet in the Ohio Union. Shirley M. McBay, dean for student affairs at the Massachusetts Institutes of Technology, was the keynote speaker. McBay also serves as director of the Quality Education for Minorities Project at MIT.

This year's awards went to:

-- Bunny C. Clark, professor of physics, 20251 Highlandview Dr., POWELL (43065);

-- Caroletta D. Curtis, associate professor of social work, 2130 Willamont Ave., COLUMBUS (43219);

-- Wilburn H. Weddington, clinical associate professor of family medicine, 5800 Sunbury Rd., GAHANNA (43230);

-- The 1988 Homecoming Steering Committee, Michael Anthony Wimbush, chairperson, 3590 E. 147th St., CLEVELAND; Timothy Straker, assistant chairperson, 515 S. Samuel Dr., ZANESVILLE; Angela Selby, Homecoming Court coordinator, 8441 Rupp Farm Dr., WEST CHESTER;

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Ohio State's Distinguished Affirmative Action Awards recognize individuals or university units which have done the most to improve affirmative action efforts at the university. Each recipient received a plaque and an honorarium of $1,000. Winners were selected by the University Senate Committee on Women and Minorities from a list of nominees suggested by faculty, staff and students.

The awards were established in 1982 by President Edward H. Jennings, who commented that the award permits the university to "pay tribute to (those) who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."

The award winners and a summary of their efforts:

Bunny C. Clark, professor of physics, was recognized as one who has "exemplified affirmative action in her personal and professional life." As a research associate, scientist and faculty member at Ohio State for 20 years, she has promoted career opportunities in science for women and minorities at the local, state and national levels. She has been an active role model and mentor for female student, faculty and staff, according to her nominators. She also has been recognized as an outstanding scientist for her contributions to physics research, but emphasizes her role as a teacher and adviser.

Caroleutta D. Curtis, associate professor of social work, was cited as one who "has worked tirelessly for more than 20 years to facilitate minority students' access to and achievement in higher education. Her efforts have extended well beyond the College of Social Work to include not only the entire university but also
much involvement in the Columbus community." She has tutored, encouraged and advised Black students in both elementary and secondary schools to help them prepare for college and has recruited both undergraduate and graduate students for the university and the College of Social Work. In addition, she has established mentoring programs and provided personal support to Black students, "advocated policies and procedures sensitive to the needs of special populations, served as faculty adviser to minority student organizations, and been a leader in affirmative action issues on campus and in the community.

Wilburn H. Weddington, clinical associate professor of family medicine, was honored for his "profound impact on the lives of thousands of Central Ohioans," both in his role as a family physician and teacher. "His commitment to providing medical care to residents of the inner city, often without payment, has improved the health and well-being of many persons," the award notes. As a teacher, he has provided a role model to future physicians for the special health needs of minority populations. He has been active in improving medical care in the Black community. Further, he has "through personal nurturing and intervention, turned numerous young people away from destructive lifestyles."

The 18 student members of the 1988 Homecoming Steering Committee were recognized for their efforts to change a selection process for Homecoming Court that had traditionally been considered a "white, majority" activity. The committee revised the procedure and actively invited minority students to apply for selection to the court. Each step of the process was evaluated by the committee and corrected to eliminate bias and inconsistencies. As a result, 13 of the 74 applicants in 1988 and four of the 10 selected were members of minority groups.

Guy L. Reece II, Norton Webster and Benjamin Zox, all alumni of Ohio State's College of Law, were instrumental in creating an affirmative action program to increase the number of minority attorneys in large law firms. Recognizing the importance of clerkships, they led an effort by the Columbus Bar Association to create a Minority Clerkship Program for law students from both Ohio State and Capital University. Nine large Columbus law firms each provided a summer clerkship for a first-year minority law student selected by the colleges. In two years, 18 students have participated, earning about $200,000 and invaluable experience. As a direct result, the students often received second clerkship opportunities and permanent positions. Four of the original Ohio State students have since joined large private law firms. A spin-off of the program makes similar clerkships available in the corporate and public law sectors.

Contact: Ned Cullom, Office of Human Relations, (614) 292-4747. Written by David Tull.
Banquet recognizes superior efforts

By Patrick J. Geyer
Lantern staff writer

Faculty, alumni and a student organization were honored at the Distinguished Affirmative Action Awards banquet last week for their contributions toward enhancing the OSU's commitment to affirmative action.

The recipients were chosen for their efforts that are considered beyond their responsibilities, said Ned Cullom, program coordinator for the Office of Human Relations. Plaques and $1,000 honoraria were presented to the award winners by the University Senate Committee on Women and Minorities, in cooperation with the Office of Human Relations. This was the seventh year the awards have been given.

"The selection was a very difficult one because we had so many qualified candidates," said Amy Riemenschneider, chairman of the committee. "They went far beyond their job. I think the university should be proud that these people are a part of us."

The 1988 Homecoming Steering Committee received the award for their efforts in revising the selection process for the Homecoming Court.

"The court represents the total population of students here," said Michael Wimbush, Steering Committee Chairman. "We were able to have the largest diversified court in the years of Homecoming."

Nominations for the awards were taken in autumn quarter and selection of the candidates was based on the nomination letters and of the documentation of their actions.

Students, faculty, staff, administration, alumni and campus organizations are eligible to receive the award.

"It runs the gamut," Cullom said. "Just about anyone on campus is eligible. It's a very significant program in the life of the university."

Other recipients included: Bunny C. Clark, professor of physics; Caroletta D. Curtis, associate professor of social work; Dr. Wilburn H. Weddington, associate professor in the College of Medicine; and Guy L. Reece, II, Norton R. Webster and Benjamin L. Zox, alumni from the College of Law.
Bettering the chances

As a research associate, scientist and faculty member for the past 20 years, Bertha C. Clark has been an outstanding role model and mentor for female students, faculty and staff. "It's very important for women to have an opportunity to contribute fully to the benefit of society. From my own viewpoint, it's especially true of scientists. In order to have a chance to succeed in a field dominated by men, it's necessary to somehow know the right thing to do to improve their chances." An outstanding scientist, she nevertheless prefers to teach lower-level undergraduate physics courses where she can influence more potential scientists.

1989 Affirmative Action Awards

Fighting the odds caused by race, creed or gender

Those who work to bring equality and create opportunities in this world are a special breed. Since 1982, the Distinguished Affirmative Action Awards have saluted individuals or groups that have improved affirmative action efforts at Ohio State. Each 1989 recipient received a plaque and a $1,000 honorarium at a banquet May 1.

Stories by Ruth Gerstner and David Tull

Photos by Kevin Finnstrom

How firm thy friendship

The 18 undergraduate students who formed the 1988 Homecoming Steering Committee, a registered student organization, determined that selecting the homecoming court traditionally had been considered a "white, majority" activity. Under the leadership of chairperson Michael Anthony Wimbish, the group completely revised the selection process. As a result of their activities, 1 of the 74 applicants for positions on the 1988 Homecoming Court and four of the 10 selected were members of minority groups. "One of the goals we set for the year was a Homecoming Court that fully represented the diversity of The Ohio State University," says Wimbish. "We had to ensure that all members of the committee understood affirmative action. We were able to get quality candidates and an extremely diversified court, with the King and Queen both coming from minority backgrounds."

Health and happiness

Wilburn H. Weddington, as a family physician and clinical associate professor of medicine, has had a profound impact on thousands of Central Ohioans. As a teacher of medical students, Weddington's influence is even wider. Through his example and his advocacy, future family practitioners have been made aware of the special health care needs of minority populations. However, his most "affirmative" action has been that which he does quietly, often anonymously. "It's just a matter of doing what I felt was my role to help all people. Sometimes I've found young people with a lack of direction or motivation, and I've just talked to them. Many later became fine physicians or professionals."

Justice for all

Three alumni of the College of Law — Guy Reece II, Norton Webster and Ben Sox — were instrumental in creating an affirmative action program to increase the number of minority attorneys in large law firms. The Columbus Bar Association, under these men's leadership, established a Minority Clerkship Program for students in the Ohio State and Capital University law colleges. "Clerkships are extremely important — most major law firms in the country hire from clerkships," says Webster, who chaired the subcommittee that developed the plan. "These clerkships are particularly important to minority students coming up." As a direct consequence of their experiences, law students have received offers for second clerkships and permanent positions.

Reach for youth

Carolee D. Curtis, associate professor of social work, has worked tirelessly for more than 20 years to facilitate minority students' access to and achievement in higher education. She has tutored, counseled, advised and encouraged black students in the elementary and high school grades. She has vigorously recruited black undergraduate and graduate students. "We have students from many cultures and regions. I am committed to helping youngsters stay motivated and stay in school. I became interested in that early and it has grown — as I've seen the need I've tried to do what I can." She established mentoring programs and provided personal support; and advocated sensitive policies and procedures.
Seven honored during OSU's awards banquet

The seventh annual Distinguished Affirmative Action Awards at The Ohio State University honored three faculty, three alumni who are Columbus attorneys and a student organization. The honors were presented recently at the annual awards banquet in the Ohio Union. Shirley M. McBey, dean for student affairs at the Massachusetts Institute of Technology, was the keynote speaker. McBey also serves as director of the Quality Education for Minorities Project at MIT.

This year's awards went to:

- Bunny C. Clark, professor of physics, recognized as one who has "exemplified affirmative action in her personal and professional life." As a research associate, scientist and faculty member at Ohio State for 20 years, she has promoted career opportunities in science for women and minorities at the local, state and national levels. She has been an active role model and mentor for female student, faculty and staff, according to her nominators. She also has been recognized as an outstanding scientist for her contributions to physics research, but emphasizes her role as a teacher and adviser.

- Caroletta D. Curtis, associate professor of social work, cited as one who "has worked tirelessly for more than 20 years to facilitate minority students' access to and achievement in higher education. Her efforts have extended well beyond the College of Social Work to include not only the entire university but also much involvement in the Columbus community." She has tutored, encouraged and advised Black students in both elementary and secondary schools to help them prepare for college and has recruited both undergraduate and graduate students for the university and the College of Social Work.

- Wilburn H. Weddington, clinical associate professor of family medicine, was honored for his "profound impact on the lives of thousands of Central Ohioans." Both in his role as a family physician and teacher. "His commitment to providing medical care to residents of the inner city, often without payment, has improved the health and well-being of many persons," the award notes. As a teacher, he has provided a role model to future physicians for the special health needs of minority populations. He has been active in improving medical care in the Black community. Further, he has "through personal nurturing and intervention, turned numerous young people away from destructive lifestyles."

Guy L. Reece II, Norton Webster and Benjamin Zox, all alumni of Ohio State's College of Law, were instrumental in creating an affirmative action program to increase the number of minority attorneys in large law firms. Recognizing the importance of clerkships, they led an effort by the Columbus Bar Association to create a Minority Clerkship Program for law students from both Ohio State and Capital University.

Nine large Columbus law firms each provided a summer clerkship for a first-year minority law student selected by the colleges. In two years, 18 students have participated, earning about $200,000
and invaluable experience. As a direct result, the students often received second clerkship opportunities and permanent positions. Four of the original Ohio State students have since joined large private law firms. A spin-off of the program makes similar clerkships available in the corporate and public law sectors.

Ohio State's Distinguished Affirmative Action Awards recognize individuals or university units which have done the most to improve affirmative action efforts at the university. Each recipient received a plaque and an honorarium of $1,000.

Winners were selected by the University Senate Committee on Women and Minorities from a list of nominees suggested by faculty, staff and students.

The awards were established in 1982 by President Edward H. Jennings, who commented that the award permits the university to "pay tribute to (those) who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."

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Each step of the process was evaluated by the committee and corrected to eliminate bias and inconsistencies. As a result, 13 of the 74 applicants in 1988 and four of the 10 selected were members of minority groups.

The 1988 Homecoming Steering Committee includes Michael Anthony Wimbush, chairperson, Timothy Straker, assistant chairperson, Angela Selby, Homecoming Court coordinator.
The Ohio State University
Office of Human Relations
and the
University Senate Committee on Women and Minorities
are pleased to announce the annual

Affirmative Action Grants Program

and Distinguished Affirmative Action Awards
Affirmative Action
Grants Program 1990-91

Pre-proposals for 1990-91 Affirmative Action Grants are being requested at this time. The Affirmative Action Grants Program is designed to fund innovative projects that will improve, promote, and/or evaluate affirmative action within units or across the Ohio State University. Projects appropriate for funding are those that will:

- use a novel approach in the promotion and maintenance of affirmative action and equal opportunities at Ohio State.
- enhance the advancement of women and minority students, staff, and faculty at Ohio State.
- attempt to change attitudes and behavior toward women and minorities.
- generate new knowledge pertinent to affirmative action at Ohio State.

Who is Eligible?
The advancement of affirmative action is an institution-wide responsibility; therefore, students, staff, faculty, and administrators are encouraged to submit pre-proposals. Students and student organizations interested in applying for a grant are required to consult with a faculty or staff advisor in order to secure co-sponsorship and college/department support. Individuals, administrative units, and campus organizations that have not received funding in the past are strongly encouraged to apply.

Selection Process
Brief three-page pre-proposals must be submitted by Wednesday, January 31, 1990. The University Senate Committee on Women and Minorities will review all pre-proposals and identify those project ideas that they would like to see fully developed. The final selection of projects to be funded will be made from those full-proposals requested by the Committee on Women and Minorities.

For a copy of the Affirmative Action Grants Program guidelines and pre-proposal forms, complete the response form and return it to Ned Cullom in the Office of Human Relations. If you have specific questions about this program, contact him at 292-4747.

Pre-proposal Deadline: Wednesday, January 31, 1990

1990 Distinguished Affirmative Action Awards

The annual Distinguished Affirmative Action Awards Program is designed to recognize individuals, academic/administrative units, and campus organizations that have demonstrated a significant commitment to affirmative action at the Ohio State University. Recognized accomplishments must be activities above and beyond the job role and responsibilities.

Award recipients are individuals, organizations, and units of the University that have identified, developed and implemented activities, policies, and procedures to improve the educational and employment opportunities for women and minority members at Ohio State.

Candidates are recognized for their contributions to affirmative action through one or more of the following categories: research, service, and/or teaching.

Nomination by and for the following are requested:

Students
Faculty
Colleges
Offices
Campus Organizations

Staff
Administrators
Departments
Schools
Alumni

Five Distinguished Affirmative Action Awards are given each year. Each recipient will receive a plaque and $1,000 gift at the awards banquet held during spring quarter 1990.

To receive a nomination form and additional information, complete the response form and return it to Ned Cullom in the Office of Human Relations or contact him at 292-4747.

Nomination Deadline: Friday, January 19, 1990

I would like more information about the following program(s):

☐ Affirmative Action Grants Program
☐ Distinguished Affirmative Action Awards Program

Name ____________________________
Title ____________________________
Department/Office ____________________________
Campus Address ____________________________

Please return this form to: Ned Cullom, Program Coordinator, Office of Human Relations, 378 Bricker Hall.
AWARDS HONOR AFFIRMATIVE ACTION

COLUMBUS -- The eighth annual Distinguished Affirmative Action Awards at The Ohio State University honored a faculty member, a staff member and a student, as well as two university units.

The honors were presented Monday (4/7) at the annual awards banquet in the Faculty Club. The keynote speaker was Shirley Malcom, head of the Directorate for Education and Human Resources Programs at the American Association for the Advancement of Science.

This year's awards went to:

-- Stanley J. Kahrl, professor of English (posthumously);
-- Tania Ramalho, academic adviser in developmental education;
-- Stephen E. Wilson, a senior in chemical engineering;
-- the Center for Teaching Excellence; and
-- the School of Allied Medical Professions.

The Distinguished Affirmative Action Awards recognize individuals or university units which have done the most to improve affirmative action efforts at Ohio State. Each recipient received a plaque and an honorarium of $1,000.

Winners were selected by the University Senate Committee on

--more--
Women and Minorities from a list of nominees suggested by faculty, staff and students.

In establishing the awards in 1982, President Edward H. Jennings, said they "pay tribute to those who have made significant strides in meeting Ohio State's commitment to the real goal of equality of opportunity in access to a college education, in career development and professional advancement, and in all aspects of human relations."

The award winners and a summary of their efforts:

Stanley J. Kahrl, professor of English, was recognized posthumously for his dedication to the recruitment and building of self-worth of minorities and women. His wife, Judy Kahrl of BEXLEY, accepted the award.

Kahrl, who died in December, was a leader and very active member of the university's Affirmative Action Advocacy Committee in 1985 and the 1987 Provost's Committee on Black Student Recruitment. An English department colleague noted, "Stan was making proposals for the recruitment of minority and women students and faculty long before that became an agenda for the university at large, and he really invested himself in helping to implement those proposals once they were adopted."

Throughout 1989, Kahrl was involved in recruiting, organizing and assisting a group of Ohio State students to play roles in the critically acclaimed movie "Glory", the story of an all-Black regiment in the Civil War. He believed involvement in the film would help Black students to learn about themselves through their history, and he gave generously of his time, money and enthusiasms to make the experience possible.

Tania Ramalho of COLUMBUS (43202), an academic advisor in developmental education, was honored for her teaching and research contributions focused on raising knowledge and awareness about affirmative action for minorities and women.

As an advisor and mentor of minority students and an adjunct assistant professor of women's studies, Ramalho has helped many minority students to achieve academic success. A former student said Ramalho's class was one of the most personally rewarding experiences she had known at OSU, and credited this to Ramalho's immense enthusiasm and passion toward her subject matter.

She donates large amounts of her time to affirmative action programs such as the National Organization for Women and the National Women's Studies Association, for which she was co-founder and coordinator of the Chicana-Latina Task Force.

Ramalho is dedicated to teaching the importance of understanding the needs and sensitivities of women and minorities of all ethnic and cultural backgrounds.

-more-
Stephen Edwin Wilson of COLUMBUS (43211), a senior chemical engineering student, was recognized for his contributions toward the education of his fellow minority students at Ohio State and minorities in the community.

Wilson has tutored minority students on the high school as well as university level. In addition to his campus tutoring, he recently donated his services as a tutor for the Lincoln Park Literacy Center. One nominator said his patience and non-threatening manner seemed to attract minority students.

He demonstrated his leadership skills as president of the Black Undergraduate Engineering Council where he developed a resume book for minority students and implemented professional development seminars and workshops.

Wilson was instrumental in creating Minority Exposure to Engineering Day, and he was described as being "committed to broadening the diversity of Ohio State's student enrollment." In 1989, he became the first Black man elected homecoming king at Ohio State.

The Center for Teaching Excellence, directed by Anne S. Pruitt of COLUMBUS (43202), was honored for its accomplishments in promoting affirmative action through its minority recruitment efforts and educational programs using media and seminars.

The center's administration has successfully increased representation of women and minorities at all staff levels by taking expansive steps to identify and gain access to minority candidates.

CTE is playing an important role in the development and implementation of the Teaching for Black Student Retention program, in hopes of increasing faculty sensitivity to racial issues in the classroom. The center's involvement has included various seminars by prominent Black leaders and a videotape production on teaching Black students.

The center is also making films described as "products of the first generation of Blacks to come out of the major film schools" available for use by faculty and students.

The School of Allied Medical Professions, directed by Stephen L. Wilson of WORTHINGTON, was recognized for its programs designed to recruit, retain and facilitate entry for minority students interested in allied health careers.

The school administration's implementation of the Minority Student Association in 1980 showed its commitment to promoting affirmative action. This association has added to the school's efforts through recruiting efforts such as publishing special brochures aimed at minorities and sponsoring events such as a minority scholarship banquet for graduating seniors.

The Health Careers Opportunity Program was also implemented to strengthen the science and math backgrounds of minority students who are interested in allied health professions. This summer program is free to eligible students.

There are also several class activities devoted to minority issues such as development of displays on cultural diversity focusing on past and present minority health professionals, and preparation of a brochure directed towards minorities.

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Contact: Ned Cullom, Office of Human Relations, (614) 292-4747.
The Ohio State University Office of Human Relations and the University Senate Committee on Women and Minorities are pleased to announce the annual 1991 Distinguished Affirmative Action Awards.
The annual Distinguished Affirmative Action Awards Program is designed to recognize individuals, academic/administrative units, and campus organizations that have demonstrated a significant commitment to affirmative action at The Ohio State University. Recognized accomplishments must be activities above and beyond the job role and responsibilities.

Award recipients are individuals, organizations, and units of the University that have identified, developed, and implemented activities, policies, and/or procedures to improve the educational and employment opportunities for women and minorities at Ohio State.

Candidates are recognized for their contributions to affirmative action through one or more of the following categories: research, teaching, and/or service.

Nominations by and for the following are requested:

Students
Staff
Faculty
Administrators
Colleges
Departments
Offices
Schools
Campus Organizations
Alumni

Five Distinguished Affirmative Action Awards are given each year. Each recipient will receive a plaque and $1,000 gift at the awards banquet held during spring quarter 1991.

To receive a nomination form and additional information, complete the response form and return it to Ruth S. Gresham in the Office of Human Relations or call 292-4747.

Nomination Deadline: Friday, January 18, 1991

I would like more information about the Distinguished Affirmative Action Awards Program.

Name

Title

Department/Office

Campus Address

Please return this form to:
Ruth S. Gresham
Special Assistant
Office of Human Relations
378 Bricker Hall
190 North Oval Mall
THE OHIO STATE UNIVERSITY EIGHTH ANNUAL

DISTINGUISHED AFFIRMATIVE ACTION AWARDS DINNER

MAY 7, 1990
MAIN DINING ROOM
THE FACULTY CLUB
The 1990 Distinguished Affirmative Action Awards Program honors a former faculty member, a staff member, an undergraduate student, an academic unit, and an administrative unit from The Ohio State University for their proven commitment and outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all persons in every facet of University life and society as a whole.
About the Guest Speaker

Our guest speaker, Dr. Shirley M. Malcom, is currently head of the Directorate for Education and Human Resources Programs of the American Association for the Advancement of Science (AAAS). The directorate includes all AAAS programs in education, activities for underrepresented groups, and public understanding of science and technology. Dr. Malcom was previously head of the Office of Opportunities in Science at AAAS, which addressed the participation of minorities, women, and disabled persons in science and engineering careers and the impact of science and technology on these groups. Dr. Malcom also served as program officer in the Science Education Directorate of the National Science Foundation and was an assistant professor of biology at the University of North Carolina at Wilmington. She is currently a member of the Advisory Council of the Carnegie Forum on Education and the Economy and served on the Carnegie Forum’s Task Force on Teaching as a Profession. From 1984-86 she was chair of the National Science Foundation Committee on Equal Opportunities in Science and Technology and in 1987 she was appointed to the Federal Wide Task Force on Women, Minorities, and the Handicapped in Science and Technology. Dr. Malcom received her bachelor's degree with distinction in zoology from the University of Washington, master's degree in zoology from the University of California, Los Angeles, and Ph.D. in ecology from Pennsylvania State University.

We are pleased to welcome Dr. Malcom as our keynote speaker for this distinguished occasion.

Distinguished Affirmative Action Awards Dinner Program

The Faculty Club
May 7, 1990
6:30 p.m.

Welcome
Karla L. Roehrig
Co-chairperson, University Senate Committee on Women and Minorities

Dinner

Introductions
Sue A. Blanshan
Executive Officer for Human Relations

Remarks
Edward H. Jennings
President, The Ohio State University

Keynote Address
Shirley M. Malcom
Directorate for Education & Human Resources Programs
American Association for the Advancement of Science

Presentation of Awards
Edward H. Jennings
Karla L. Roehrig

Closing
Sue A. Blanshan
Stanley J. Kahrl

Stanley J. Kahrl, professor of English, was dedicated to the recruitment and building of self-worth of minorities and women. Dr. Kahrl was a leader and very active member of the President's Affirmative Action Advocacy Committee in 1985, which laid the groundwork for Ohio State's current proactive, multifaceted affirmative action program. Professor Kahrl was also a member of the 1987 Provost's Committee on Black Student Recruitment, which lead to the University's Action Plan for Black Student Recruitment and Retention.

An English department colleague noted, "Stan was making proposals for the recruitment of minority and women students and faculty long before that became an agenda for the University at large, and he really invested himself in helping to implement those proposals once they were adopted."

Throughout 1989, Dr. Kahrl was involved in recruiting, organizing and assisting a group of Ohio State students to play roles in the critically acclaimed movie "Glory", the story of an all-Black regiment in the Civil War. He believed involvement in the film would help Black students to learn about themselves through their history, and he gave generously of his time, money and enthusiasm to make the experience possible.

Tania Ramalho

Tania Ramalho, an academic advisor in University College's developmental education department has focused on increasing knowledge and awareness about affirmative action for minorities and women in her teaching, research, and service.

As an advisor and mentor of minority students and an adjunct assistant professor in women's studies, Dr. Ramalho has helped many minority students to achieve academic success. A former student said Dr. Ramalho's class was one of the most personally rewarding experiences she had known at OSU, and credited this to Dr. Ramalho's immense enthusiasm and passion towards her subject matter. Through the Office of Women's Services' Rape Education and Prevention Program, Dr. Ramalho has provided numerous workshops on rape prevention and created a workshop that specifically addresses the needs of international women in coping with sexual harassment and sexual assault.

She is an active member of the National Women's Studies Association and was the co-founder and coordinator of the Chicana-Latina Task Force.

Dr. Ramalho is dedicated to teaching the importance of understanding the needs and sensitivities of women and minorities of all ethnic and cultural backgrounds.
Stephen E. Wilson, a senior chemical engineering student, has placed a high priority on the education of his fellow minority students and minorities in the community in a variety of ways.

In addition to tutoring students at the University, he recently donated his services to the Columbus Metropolitan Housing Authority as a tutor at the Lincoln Park Literacy Center. Mr. Wilson's nominator stated that his patience and non-threatening manner seem to attract minority students.

He has been a strong advocate for enhancing the University's minority enrollment, especially in the College of Engineering. As president and vice-president of the Black Undergraduate Engineering Council, he helped organize several seminars, symposia, and tours to major engineering companies in central Ohio. He also developed a book of minority students' resumes which aided in providing summer and permanent employment for many engineering students.

Mr. Wilson also was instrumental in organizing the Minority Exposure to Engineering Day which allows high school students to visit the engineering programs and facilities at The Ohio State University.

One of the highlights of Mr. Wilson's years at Ohio State occurred this past autumn when he was selected 1989 Homecoming King. As the first Black male chosen for this honor, he served as a role model for other minority students.

The Center for Teaching Excellence (CTE), directed by Dr. Anne S. Pruitt, has promoted affirmative action through its minority recruitment efforts and educational programs using media and seminars.

The center's administration has successfully increased representation of women and minorities at all staff levels by taking expansive steps to identify and gain access to minority candidates and to foster an environment which encourages staff development.

CTE is playing an important role in the development and implementation of the Teaching for Black Student Retention program, in hopes of increasing faculty sensitivity to racial issues in the classroom. The center's involvement has included various seminars by prominent Black leaders and a videotape production on teaching Black students.

The center also is making available films and videotapes described as "products of the first generation of Blacks to come out of the major film schools." These unique films-video productions can be used by faculty and students to highlight the value of cultural diversity.

Not only is the Center for Teaching Excellence advancing affirmative action at Ohio State but through wide recognition of its programs, it has provided national leadership to higher education.
The School of Allied Medical Professions, directed by Dr. Stephen L. Wilson, has designed programs to recruit, admit, and retain minority students interested in allied health careers.

The school administration's implementation of the Minority Student Association in 1980 showed its commitment to promoting affirmative action. This association has added to the school's efforts through presentations in junior and senior high schools aimed at recruiting minorities for health careers and sponsoring events such as a minority scholarship banquet for graduating seniors.

The Health Career Opportunity Program implemented a summer enrichment program to strengthen the science, mathematics, and writing skills of minority and disadvantaged students interested in allied health professions. Through a grant from the Office of Disadvantaged Assistance, U.S. Department of Health and Human Services the school provides this summer program at no cost to eligible students. Other segments of the Health Career Opportunity Program include career exploration programs, facilitating entry of minority students, and tutoring and other academic support services for students enrolled in this school. The school also has initiated mentoring programs which actively involve its minority alumni.

Several class activities within the school's divisions are devoted to minority issues such as developing displays on cultural diversity that focus on past and present minority health professionals and preparing brochures directed towards minority recruitment.
University Senate
Committee on Women and Minorities

Sue A. Blanshan, Ex Officio
Deborah Correa-Gonzalez
Paulette R. Fouts
Michael O. Garraway, Co-chair
Valerie S. Hazard
Kathy M. Henderson
Jong C. Hoh
Margarita M. Levisi
Dagmar C. Lorenz
Karla L. Roehrig, Co-chair
Joseph J. Russell, Ex Officio
Patricia L. Stuhr
Howard B. Williams

The Distinguished Affirmative Action Awards Program
is sponsored by the
University Senate Committee on Women and Minorities
in cooperation with the
Office of Human Relations
Distinguished Affirmative Action Awards

The Distinguished Affirmative Action Awards honors proven commitment and outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all people in every facet of University life and society as a whole.

On May 6, awards were presented to a department chair, two faculty members, an administrator, and a student organization. In addition, an undergraduate student received an honorable mention.

The five award recipients are Vesta Daniel, Judy Genshaft, William Hall, Rhonda Rivera, and the Gay and Lesbian Alliance. Each received a plaque and a $1,000 honorarium, presented by President Gee at a dinner in the Faculty Club.

Michael Scarce, the honorable mention winner, received a plaque and $500.

Speaking at the ceremony was artist Sam Gilliam, whose innovative work has been described as bridging the gap between painting, sculpture, and environmental happenings.

Vesta Daniel

Vesta Daniel, associate professor of art education and co-director of the Martin Luther King Jr. Institute for the Arts, is recognized as a national leader in the emerging field of multicultural education. She encourages students to examine their own cultures so that they can develop a better understanding of other cultures. As an administrator, Daniel has designed a curriculum to meet the challenge of change and diversity. Through book projects and mentoring, she contributes broadly and significantly to this goal. When recruiting, she particularly seeks out individuals who have demonstrated abilities and potential but have not considered advanced study.

Judy Genshaft

Judy Genshaft, chair of the Department of Educational Services and Research, is described as one responsive to the human dimension of the educational enterprise. This strength is reflected in her innovative leadership which has increased the presence, success, and influence of women and African-American faculty and students. Genshaft has created successful recruitment strategies for African-American faculty. Her retention efforts are realized in the establishment of a faculty mentoring system, the monitoring of teaching and advisement boards, encouragement for participation in special research assignments, and guidance in research proposal development.

William Hall

William H. Hall knows that many of the lessons learned in college are not found in books. As director of the Office of Residence and Dining Halls, he recognizes the residence hall as a unique learning laboratory. He is applauded by many for his sincere dedication to student life and his efforts to provide an equitable, academically enhancing living and learning environment. Hall’s commitments are shown in his staff appointments and in the creation of a minority concerns staff position. He pays particular attention to underrepresented groups. He has designed concrete, concise guidelines and training for staff in handling harassment and discriminatory situations.

GALA

The Gay and Lesbian Alliance (GALA) is a student organization that exhibits strong dedication to the goals of non-discriminatory practice. This organization has tried to bring positive change by providing information, education, and support. Founded in 1971, GALA has been profiled in the Advocate, the national news magazine, as one of the 15 outstanding gay and lesbian student groups in the United States. As one of its primary goals, GALA confronts and works to reduce discrimination and harassment within residence halls, fraternities, and other student organizations. GALA acts in concert with University officials to rectify problems and work toward equity within the University community.

Rhonda Rivera

In the words of one nominator, Rhonda R. Rivera, professor of law, has worked “to empower the disempowered, to include the excluded, and to articulate the voices of the ignored or silenced in our community.” Rivera has worked tirelessly to eliminate bias laws and to extend basic human rights to gay people. With the emergence of the AIDS crisis, she turned her attention to the discrimination faced by people with AIDS. She has effectively introduced the concerns of the gay and lesbian community to legal, academic, and social discourse. Her concern with human rights and dignity expands to minorities as well. She provides service through many activities.

Michael Scarce

Enthusiasm and a concern for human rights make honorable mention award winner Michael Scarce, left center, a catalyst and effective student leader. The communications major is outspoken about equitable treatment and recognition for gay and lesbian students. As a freshman, Scarce helped triple membership in the Gay and Lesbian Alliance. The new president of GALA has led more than 40 presentations and panel discussions.
Faculty, staff win distinguished awards

By Sue Sowa
Lantern staff writer

The Office of Human Relations in association with the University Senate Committee on Women and Minorities announced last week the five recipients of the ninth annual Distinguished Affirmative Action Awards.

John Kovalcik, storekeeper 1 with Residence and Dining Halls, was recognized for his work with Vietnam veterans, said Ruth Gresham, special assistant to the executive officer of the Office of Human Relations.

Kovalcik said he has been working with programs and issues dealing with Vietnam veterans for four years.

An OSU alumnus, Kovalcik thinks he earned the recognition because he has recently started to focus on issues concerning minority and women veterans.

Deborah Ballam, associate professor of finance, earned the recognition for her contributions to the Women's Grassroots Network. The group's goal is to support meaningful change for women at Ohio State, Gresham said.

Stephanie Shaw — assistant professor in history, women's studies and black studies — earned the award for her work in the area of African-American women and other women of color, Gresham said.

Shaw said she thinks her research and writings will cause people to consider the roles of not only African American women, but also the roles of women of color who are neither black nor white.

Cynthia Harris, director of student life services, was recognized for her role in the Office of Women Student Services, Gresham said.

Civil rights activism is part of my life and I have made it a role in Women Student Services, said Harris, an OSU alumna.

The Martin Luther King Jr. Center for the Performing and Cultural Arts earned the award for its efforts in a joint program with Ohio State, Gresham said.

The center provided cultural programs for the community and at the same time was used as a training ground for graduate students, she said.

The Distinguished Affirmative Action Awards Program honors individuals, academic/administrative units and campus organizations that have shown a commitment to a positive and continuing affirmative action program, Gresham said.

The goal of the affirmative action program at Ohio State is equal opportunity and equal treatment for all persons, she said.

The Office of Human Relations asks for nominations from faculty, staff and students each fall. The University Senate Committee on Women and Minorities then chooses the five recipients, Gresham said.

The Committee tries to look for nominees who have an impact especially at Ohio State, she said.

Harris praised the committee for the diversity among this year's recipients.

"The committee deserves all the accolades," she said. "I am so pleased to be among the other nominees."

Shaw expressed hope that one day an award will not be needed to recognize those practicing affirmative action.

"I hope people are interested in affirming the importance of having a diverse community," she said. "Not there are awards attached to it," she said.

There will be a program of recognition on May 4, at the Faculty Club, 181 South Oval Drive. The keynote speaker will be African American economist Julianne Malveaux, Gresham said.
Economist praises OSU affirmative action

By Sue Sowa
Lantern staff writer

Economist Julianne Malveaux praised Ohio State for its stance on affirmative action, but said the university still has a long way to go.

Malveaux spoke at the tenth annual Distinguished Affirmative Action Awards Dinner on Monday.

Malveaux is also a writer, columnist and an activist dealing with African-American issues.

She described the present as the end of an old era and the beginning of a new fiery era for civil rights.

The old era was the ending of "The Cosby Show," which was the celebration of gaining ground for African-Americans, Malveaux said.

The incidents in Los Angeles, over the Rodney King verdict, is what Malveaux called the new era of civil rights.

"I did not see riots on T.V., I saw rebellion. I did not see looters, I saw freedom fighters," she said.

"I see this as the inevitable consequence of a benign, and not so benign, neglect that has happened in our cities," Malveaux said. "The frightening thing is you need to know it can happen on your university as well."

Malveaux said that affirmative action issues still must be brought to the attention to those who are practicing it, such as Ohio State.

Affirmative action within universities is supported and praised, but Ohio State still has 78 departments that have no African-Americans on their faculty, she said.

Malveaux said many universities offer excuses for the small number of minority faculty, such as a lack of qualified minorities. She rebutted those excuses by calling for universities to use new options, such as steering some minority students to become qualified teachers, in order to get qualified minority faculty members.

She said an incident such as Rodney King's encounter with the police happens to many African-Americans, only on a smaller scale.

"It happens everyday in a small way at American universities. It's not blows, pow, pow, pow, from a billy club. But it's no, no, no, and you can't, you can't, you can't," Malveaux said.

Malveaux described universities as the arena for civil rights change. She said universities have to make room for affirmative action, despite budget cuts.

"You can't ask affirmative action to take the burden. Affirmative action has to be as important to you as it is to me," she said.

"Los Angeles is burning and other places might. What better place than here for the challenge," Malveaux said.

The university's Distinguished Affirmative Action Award recipients were announced last month, and the awards were presented Monday evening at the Faculty Club.

They are presented to faculty, administrators, staff, or organizations who have proven their commitment to equal opportunity and equal treatment for all persons, said Ruth Gresham, special assistant to the executive officer of the Office of Human Relations.

Associate Professor of Finance Deborah Ballam was recognized for her work with the women's grassroots network.

Cynthia Zachary Harris was honored for the work she has done as the director of Women's Student Services.

John Kovalick, a storekeeper with the Office of Residence and Dining Halls, was recognized for his work with Vietnam-era veterans.

Stephanie J. Shaw, an assistant professor of both history and women's studies, received the award for her writings and work in the area of women of color.

The Martin Luther King, Jr. Institute for Cultural and Performing Arts was honored for a joint cultural program with the OSU College of Arts. The program was designed to foster the talents of African-American children, as well as other children.

All of the recipients were on hand Monday to accept the award. Donald Harris, dean of the College of the Arts, accepted on behalf of co-directors of the program, Glenn Ray, former executive director of the Martin Luther King, Jr. Institute, and Vesta Daniel, associate professor of art education.

OSU President E. Gordon Gee was not able to attend the dinner, but was at the reception prior to the presentation.

Gee called affirmative action a community issue and said the university was not presenting the awards as a "lip service."

Vice President of the Office of Legal Affairs Robert Duncan was at the ceremony with greetings on behalf of President Gee.

Duncan said the recipients were "doing a chore with equity that takes us to the next level of excellence."

He described the awards as celebration for a social necessity.

"To quote an anonymous source, anyone who does not recognize the need for affirmative action in today's society, is a damned dummy," Duncan said.
University honors 1992 affirmative action advocates

The 1992 Distinguished Affirmative Action Awards Program honors two faculty members, an administrator, a support staff person, and a community institute sponsored by a college. The winners have proved their commitment and outstanding leadership toward achieving the goal of equal opportunity and equal treatment for all people in every facet of University life and society.

This year’s recipients were honored at a dinner May 4 in the Faculty Club. They each received $1,000 and a plaque. The guest speaker was Julianne Malveaux, an economist, writer, syndicated columnist and radio commentator.

The award program is in its 10th year. It is sponsored by the Office of Human Resources and Relations in cooperation with the University Senate Committee on Women and Minorities.

Deborah Ballam

Ballam is a woman of vision and action. Her vision is of a University free of gender bias, and her action is rooted in a fundamental respect for each woman on campus. Through the associate professor of finance’s efforts, the women’s grassroots network has become reality. The network has given its many members opportunities to gather and discuss common problems and forums. It has provided them a collective voice to speak directly to University administrators on women’s issues.

John Kovalcik

Identified as the catalyst who brings forth issues of concern on behalf of Vietnam-era and disabled veterans, Kovalcik has worked tirelessly over the past four years. In the face of resistance, the Office of Residence and Dining Halls staff member has organized and assisted veterans in presenting their concerns and finding support, and emphasized the diversity within the veteran population. He was instrumental in the creation of the Office of Veteran’s Affairs and the chartering of Memorial AMVETS Post No. 1974.

The Martin Luther King Jr. Institute for the Cultural and Performing Arts

By providing arts education from jazz and dance to painting, printmaking and percussion, the institute strives to provide quality art education to about 130 young people in Columbus. It also helps train Ohio State graduate-level arts students in multicultural education instruction. The majority of teachers at the institute are African-American students pursuing advanced degrees in music, dance and art education. The institute is co-sponsored by the College of the Arts. Co-directors of the program are Vesta Daniel, associate professor of art education, and Glenn Ray, executive director of the King Center.

Stephanie J. Shaw

Throughout her teaching, research and service activities, Shaw never loses sight of the contribution the scholarly community can and must make to affirmative action for African Americans, particularly women. The assistant professor of history and women’s studies has conducted research on the social history of African-American women working in lower-level professions. Her findings reveal what she calls the paradoxical “enabling” impact of race, class and gender in the lives of these women.

Cynthia Z. Harris

Harris, director of the Office of Women Student Services, has been described as unrelenting in her commitment to administer counseling, programming and workshops for all women. She offers alternative strategies to issues of concern facing the diverse women’s populations that she serves. Her goal is to build the University community by promoting caring, cooperation and an interactive spirit of working together to identify issues and solve problems.

Photos by Kevin Fitzsimons, Lloyd Lemmermann and Jo McCulty
Awards recognize efforts for Affirmative Action

All faculty who strive daily toward affirmative action.

Marc Vincent Conte
A senior from Seven Hills, Ohio, majoring in communication, Marc Conte has supported human rights throughout his student career. He is best known for his work towards equality for gay, lesbian, and bisexual people. In this regard he has been a strong, consistent and courageous advocate. His leadership skills and commitment to diversity and equality are well respected by his peers on Undergraduate Student Government in which he has played an active role throughout his student career. He is a board member of GLBT Center. For the past two years Conte has been president of the Bisexual, Gay and Lesbian Alliance, and has been the USG representative in the Senate Committee on Women and Minorities.

Ayai Annie Fubara
Ayai Fubara is a senior from Columbus, majoring in English and political science. Throughout her career at Ohio State, Fubara has been a leader in improving the educational, social and cultural environment for African Americans on campus and throughout the larger community. As president of AFRS-OSU, she has been instrumental in improving our nation, perhaps the most visible of her activities. Fubara is a strong voice for diversity and a leader in the struggle for African American rights. She is a strong voice for diversity and a leader in the struggle for African American rights.

Stephen Hills
Stephen Hills has been recognized for his work as a tireless advocate for improving the campus climate for women and minorities and for his contributions to the Multicultural Teaching Program. He won a 1991 Success Story Award. By participating in campus-wide workshops, and the College of Business’s Committee on Women and Minorities, he shares his insights and concerns with other faculty. He helped develop the affirmative action plan of the College of Business and is also a member of the OSU Board of Trustees.

Warren L. Van Tine
For 22 years, Warren Van Tine has demonstrated a commitment to affirmative action for women and minorities. In his previous service as chair of the Department of History and throughout his career on the faculty, he has demonstrated a deep commitment to affirmative action. His work in the field of history has been recognized with numerous awards and honors.

Black Graduate Students in Psychology

The Black Graduate Students in Psychology (BGSP) have made significant contributions to the recruitment and retention of both graduate and undergraduate minority students in the Department of Psychology. Today, approximately 20 percent of the graduate students and 10 percent of the undergraduate students in the Psychology department are minority students. BGSP has played an active role in the annual Graduate and Professional School Education Day program, has worked closely with the department’s affirmative action officer to facilitate the recruitment and retention of new minority students, and has provided support services to undergraduate minority students across the campus. Members of BGSP also serve as mentors to minority students in the department.
1993 DISTINGUISHED AFFIRMATIVE ACTION AWARD RECIPIENTS

Marc V. Conte, senior majoring in communication. Mr. Conte has supported human rights through his student career and is best known for his work towards equality for gay, lesbian, and transgender people. In this regard, he has been a strong, consistent, and courageous advocate. His leadership skills and commitment to diversity and equality are well respected by his peers on the student government in which he has played an active role throughout his years at Ohio State. He is Director of Publicity for USA. For the past two years, Mr. Conte has been president of the Bisexual, Gay, and Lesbian Alliance and the USA representative to the University Senate Committee on Women and Minorities.

Ayo Adibo is a senior majoring in English and political science. Throughout her career at Ohio State, Ms. Adibo has been an active leader in improving the educational, social, and cultural environment for African Americans on campus and throughout the larger community. As president of ACTION (African Commitment to Improving Our Nation), perhaps the most visible of her activities, Ms. Adibo has been a strong, consistent, and courageous advocate. Her leadership skills and commitment to diversity and equality are well respected by her peers on the student government in which she has played an active role throughout her years at Ohio State.

Stephen M. Mills, Associate Professor in the Department of Management and Human Resources, has been recognized by his colleagues as a tireless advocate for improving the campus climate for women and minorities and for his contributions to the Multicultural Teaching Program. In 1991 he received a Success Story Award given by the Center for Teaching Excellence. By participating in a campus-wide workshop and the College of Business's Committee on Women and Minorities, he shares his insights and concerns with his colleagues. He has also developed the affirmative action program at the College of Business and is the GOALS coordinator, an organization which links graduate programs in business with companies interested in increasing minority employment. Much of his research is concerned with inclusiveness in employment. Professor Mills also has served in the University's Black Student Mentoring program.

Ms. Ruth Sollee Gresham currently serves as an affirmative action consultant in the Office of Human Resources and has served in many capacities related to minority affairs and the equal treatment of all people during her professional career. Since coming to Ohio State in 1974, she has worked in the Office of Minority Affairs and the Department of Human Relations, where she designed and conducted innovative and responsive programming. Ms. Gresham has been active in numerous campus and community organizations that support and provide culturally specific responses to community needs such as the Rape Education and Prevention Program, Women of Color Consortium, Equitable Truth-Focused Douglass Society, Ohio Coalition on Sexual Assault, and Choices for Victims of Domestic Violence.

The Black Graduate Students in Psychology (BGSP) have made significant contributions to the recruitment and retention of both graduate and undergraduate minority students in the Department of Psychology. For the past 2 years, 18 percent of the graduate students and 30 percent of the undergraduate students have been recruited into the Department of Psychology. BGSP has played an active role in the annual Graduate and Professional Students' Day program, which has worked closely with the department's affirmative action officer to facilitate the recruitment and retention of new minority students. CDHPS has provided support services to graduate and undergraduate students across the campus. The student association also serves as a resource for minority students in the department.
FIVE RECEIVE AFFIRMATIVE ACTION AWARDS

COLUMBUS -- Three professors, one staff member and a student organization at The Ohio State University received 1994 Distinguished Affirmative Action Awards, recognizing their commitment and leadership to provide equal opportunity and treatment for all people of the university.

Each recipient received a plaque and $500 honorarium at the 12th annual awards ceremony May 24.

The Committee on Women and Minorities in cooperation with the Office of Human Resources sponsors the awards program.

Daniel J. Christie

Daniel J. Christie, professor of psychology at the Marion campus, has served on the Minority Advisory Committee for more than 10 years. He seeks to increase opportunities for minority students to attend Ohio State at Marion through recruitment and by providing scholarships.

As a result of his work, Christie and his collaborators have received five University Affirmative Action Grants totaling more than $50,000.

As faculty adviser of the Multicultural Student Organization, Christie helps raise awareness of cultural diversity. He also leads an annual field trip to Wilberforce University, where Marion students can experience life at the predominantly African-American campus.

Christie's efforts continue into the classroom, where he includes the issues of prejudice, discrimination and racial tension in his basic psychology courses. He has a global perspective on the issues of affirmative action, having spent two years as a visiting professor in Malaysia, taking part in an affirmative action program designed to help bring together the Malays and the Chinese Malaysians.

- more -
Christie's commitment to affirmative action extends to his own family. He and his wife are raising two adopted Afro-Euro-American children and two Vietnamese children in addition to his two biological offspring.

David A. Culver

For the last eight years, David A. Culver, associate professor of zoology, has been instrumental in the recruitment of women and minorities into science.

He has achieved this in a number of ways. Active in the Young Scholars Program since 1987, Culver has co-directed the YSP seventh grade summer institute seminar in biology with Ann Ackermann-Brown, assistant professor of microbiology. Each year, between 200 and 400 African-Americans, Hispanic and Appalachian students take part.

Culver coordinates an annual three-day trip for his limnology class to the F.T. Stone Laboratory on Lake Erie's Gibraltar Island with that of a class of 15-20 gifted fifth graders. Interaction with University students encourages the youngsters to study science.

Culver also is active in the training of middle and high school teachers in life sciences. With grants from the ESSA Training Program and the Howard Hughes Memorial Medical Institute teachers training program, he has helped improve the confidence and skills of teachers, particularly women and members of minorities, who in turn pass on their enthusiasm for science to students.

Another Howard Hughes grant enabled Culver and other professors to provide research experience for 40 minority high school students, who worked for six weeks in campus laboratories.

Michael R. Foster

Michael R. Foster, professor of aeronautical and astronautical engineering, has dedicated himself to the retention of minority students in the department, one of the most demanding in the field of engineering disciplines.

Prior to Foster's efforts, aeronautical and astronautical engineering had but one minority graduate. Seven years ago, Foster began holding Study Night every Tuesday. From 5-9 p.m., he and other volunteer faculty gathered in a classroom to answer questions from minority students about class work or homework. Upperclassmen were also encouraged to attend and help the undergrads.

The effort has made a big difference in the department's minority retention rate. The networking and extra help has reduced the drop-out rate for minority students to near zero.

In honor of Foster's achievement, the College of Engineering this year awarded the AAE department the Minority Engineering Program trophy.

Foster has gone even further to bridge the gap between the
minority students and the educational system. Twice each quarter, he invites all of the minority AAE students to his home for dinner with his family.

Yolanda Allen

Yolanda Allen, technical typist and program coordinator at the Mansfield campus, has dedicated herself to recruiting and retaining minority students.

With the encouragement of John O. Riedl, dean and director of the Mansfield campus, Allen was one of the first staff members to volunteer to serve as a campus mentor. She helped form the minority student organization. Twice, Allen organized field trips to the Columbus campus to participate in Black History Month activities.

She also is active in public service in the African-American community. She is a strong leader of her church. She has been on the board of directors of the Emergency Pregnancy Assistance Council and is a 15-year member of Black Women United. Allen was also instrumental in helping to raise $15,000 for the John Jordan Scholarship Fund.

Perhaps her most visible accomplishment is the gospel festival, Joyous Noise, held annually in downtown Mansfield. The event not only showcases the many talented gospel singers in the area, it also raises funds for minority scholarships.

Minorities in Agriculture, Natural Resources and Related Sciences

Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) has been credited with tripling the minority enrollment in the College of Agriculture.

MANRRS is a national grass-roots, student-run organization. The Ohio State chapter was founded in the spring of 1990 by a Ph.D. candidate.

The MANRRS goals are simple: to recruit and retain students, and to expand professional opportunities for minorities.

Its community out-reach program organizes and directs a student visitation schedule that brought about 160 minority students to campus last year. MANRRS students also act as mentors to middle and high school students.

To retain students, MANRRS fosters close ties among students and helps to encourage academic and professional growth through leadership programs and tutoring sessions.

To expand professional opportunities, MANRRS developed a resume service, works with industry to establish internships, and acts as a clearing house for agricultural firms and government agencies that seek University graduates.

Because of its success, MANRRS received the College of Agriculture and Agriculture Alumni Society's New Activity Award for student organizations in 1993.
University honors six for outstanding affirmative actions

Three professors, a dean, an undergraduate student and a graduate student who also is a staff member will also receive the 1995 Distinguished Affirmative Action Awards, recognizing their leadership and commitment to ensure equal opportunity and treatment for all members of the University community.

The six awards will be given today, May 25, during a presentation and reception from 5-6:30 p.m. in the Grand Lounge of the Faculty Club. Each recipient will receive a plaque and a $500 honorarium.

The Committee on Women and Minorities in cooperation with the Office of Human Resources sponsors the awards.

Kathleen K. Clemons

Two years ago, Kathleen Koones Clemons, a third-year undergraduate student at the Marion campus, became involved in the formation of the Cultural Optimist Club. The club was structured to create a climate that heightens awareness and appreciation for cultural differences and promotes the regular and frequent interactions between cultures within both the University and the community. She also participated in mentorship programs within the Marion elementary schools and has helped to organize a multicultural student club in the middle school. As a single mother of two sons who is pursuing a degree and somehow finding time to promote cultural diversity, her nominations have described her as “a striking example of what makes this University great, an unwavering commitment to access and opportunities for individuals who have the ability and motivation to better themselves as they realize their commitment to the welfare of others.”

Suzanne Damarin

Suzanne Damarin has shown her commitment to affirmative action over the past 20 years through her contributions in teaching, research, and other activities. As a professor of education, Damarin has attended to issues of multiculturalism in her work, analytical discussions and pedagogic strategies. Her scholarship has focused on perspectives and experiences of “misperceived” cultures and groups as it comes to bear on thinking about math, science, and technology. She has diligently served on numerous campus committees and on various task forces. She has helped to lead the change in teaching and research in the College of Food, Agricultural and Environmental Sciences, “has done more single-handedly to advance the case of affirmative action in this college than any individual I know,” a nominator said. She has worked tirelessly to provide opportunities in the college for minority students prior to and subsequent to their enrollment into the University. She has participated in the University Mentoring Program and received the Outstanding Professional Mentor award in 1994. She has shown a creativity and innovation in taking on projects that have made a difference in both accessibility and climate. Jones has demonstrated a sense of “personal activism” and commitment to affirmative action that has continued to grow in scope and magnitude over the last several years.

Leslie S. Jones

Leslie Sandra Jones, a graduate student and staff member in the College of Food, Agricultural and Environmental Sciences, has been a leader in promoting minority graduate issues. His nominations have suggested that he is not one to take the limelight, but that efforts that have been developed under his leadership did not just happen; they occurred because Koensigknecht cares and makes a commitment to allow these programs to flourish.


William E. Nelson Jr., professor of black studies and political science, has been instrumental in promotion of minority interests and climate throughout his 20 years at the University. He was a member of the original planning committee for the Department of Black Studies. As chair from 1972-96, he shepherded the department from a division to a free-standing academic department. He was one of the driving forces behind the establishment of the department’s radio program, The Black Studies Journal, and television program, Afro-American. Nelson was one of the original architects of the Office of Minority Affairs and co-author of the original proposal to establish a multicultural center. As stated by one of his nominators, “Dr. Nelson is a mentor, a role model and an inspiration to the students of The Ohio State University. His selfless actions will leave a lasting legacy at the University and in the world. Many future scholars will owe their success, in part, to his willingness to give of himself.”

Martha Welch Sucheston

Martha Welch Sucheston, associate professor of cell biology, neurology and anatomy, has been a driving force behind the College of Medicine’s affirmative action activities over the past seven years.

Martha Welch Sucheston

Through her hard work and vision, she has helped to develop the Medpath career program for under-represented and disadvantaged students. Beginning with the 1989 affirmative action program, the program has now received $1.5 million in funding from the federal government, corporations and foundations. Sucheston’s recruitment efforts reach into high schools to identify and encourage target population students. She has put in place programs to help prepare undergraduate minority and disadvantaged students for the Medical College Entrance Exam. She has also developed post-baccalaureate programs to strengthen the science-based knowledge and study skills of minority and disadvantaged students prior to their entrance into medical school. She personally gives individualized attention to students, teaching by example the importance of hard work and reaching goals and by her willingness to take on new challenges.
DISTINGUISHED AFFIRMATIVE ACTION AWARDS PRESENTED

COLUMBUS -- Three professors, a dean, an undergraduate student and a graduate student who also is a staff member recently received The Ohio State University's 1995 Distinguished Affirmative Action Award, recognizing their leadership and commitment to ensure equal opportunity and treatment for all members of the university community.

The six awards were given May 25 during a presentation and reception at the Faculty Club. Each recipient received a plaque and a $500 honorarium.

The University Senate's Committee on Women and Minorities sponsors the awards in cooperation with the Office of Human Resources.

The recipients are:

--Kathleen Koonce Clemons of MARION (43302), a junior majoring in social work at Ohio State's Marion campus.

--Suzanne Damarin of COLUMBUS (43202), professor of education.
--Leslie S. Jones of COLUMBUS (43214), research associate for the College of Food, Agricultural and Environmental Sciences.

--Roy A. Koenigsknecht of WORTHINGTON (43235), dean of the Graduate School.

--William E. Nelson Jr. of COLUMBUS (43209), professor of black studies.

--Martha Welch Sucheston of COLUMBUS (43228), associate professor of cell biology, neurobiology and anatomy.

Two years ago, Kathleen Koonce Clemons, a third-year supported undergraduate student at Ohio State's Marion campus, became involved in the formation of the Cultural Optimist Club. The club was structured to create a climate that heightens awareness and appreciation for cultural differences and promotes the regular and frequent interactions between cultures within both the University and the community. She also participated in mentorship programs within the Marion elementary schools and has helped to organize a multicultural student club in the middle school. A single mother of two sons who is pursuing a degree and somehow finding time to promote cultural diversity, she has been described as "a striking example of what makes this University great: an unwavering commitment to access and opportunities for individuals who have the ability and motivation to better themselves as they realize their commitment to the welfare of others."

Suzanne Damarin has shown her commitment to affirmative action over the past 20 years through her contributions in teaching, research and other activities. As a professor of education, Damarin has attended to issues of multiculturalism in reading materials, analytical discussions and pedagogic strategies. Her scholarship has focused on perspectives and experiences of "misrepresented" cultures and groups as it comes to bear on thinking about math, science and technology. She has diligently served on numerous campus committees associated with improving the climate for women and minorities at the university, including the Women's Grassroot Network, the Senate Committee on Women and Minorities (which she chaired in 1991-92 and 1992-93) and the President's Ad Hoc Committee on

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Diversity. As one of her nominators stated, "She invariably asks the hard questions... and stands firm in her advocacy for all under-represented groups on campus."

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As dean of the Graduate School for the past 10 years, Roy A. Koenigsknecht has uniformly and consistently supported the concept that graduate education should be accessible to all. During his tenure, minority graduate enrollment increased 44.5 percent since 1989 (with minority enrollments constituting 14.2 percent of graduate domestic enrollment), minority graduate school fellowship awards were maintained at one-third of the total awards, and the Summer Research Opportunities Program was created. In addition, he has supported the Critical Difference for Women Program, which aids women who are returning to college. He has been a national leader in minority graduate issues. His nominators have suggested that he is not one to take the limelight, but the efforts that have been developed under his leadership did not just happen; they occurred because Koenigsknecht cares and makes a commitment to allow these programs to flourish.

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