First Black Faculty

In researching the first black faculty member, I was unable to locate a name for the 1936 or 1949 years listed by Dorothy Ross on the August 2, 1971 memo in this file. George Boston was the patron making the inquiry and he thought maybe he was the first one. He was appointed in July 1957 to the Department of Anatomy as an assistant professor (see payroll card).

Alvia Bozeman in the College of Education was appointed Assistant Professor as of September 9, 1960 (Payroll card – Roll #18).  

NOTE: Neither of the above persons can be identified as the first.
FACULTY

First Blacks at The Ohio State University

First Black Male Enrolled at OSU that the Archives can identify: Fred D. Patterson, 1889-1892

First Black Male Graduate: Sherman Hamlin Guss, BA 1892

First Black Female Graduate: Jessie Frances Stephens (Glover is married name), BA 1905

First Black Male Masters Degree Recipient: Alonzo Jesse Bowling, MA 1908

First Black Female Masters Degree Recipient: Aletha Hebron Washington, MA 1925 (also first black female Ph.D. recipient in 1928)

First Black Male Ph.D. recipient: General Lamar Harrison, 1936

First Black Male M.D. from OSU: Clarence Alphonso Lindsay, Rudolph Finley, and Charles Robert Lewis, 1916 (please note, the first black to graduate from Starling Loving, the predecessor to the OSU College of Medicine, was William Frederick Elbert in 1893.)

First Black Female M.D. from OSU: Clotilde Dent Bowen, 1947

First Black Female Librarian that the Archives can identify: Jane Gatliff, hired 10/1/1953
(Mary P. Key was hired 8/18/1954) NOTE: Payroll card information attached.

First Black Male Assistant Professor that the Archives can identify: George David Boston, Assistant Professor of Anatomy, hired 10/1/1957 NOTE: see payroll card information.

First Black Female Assistant Professor that the Archives can identify: Alvia Bozeman, Assistant Professor in the College of Education, hired 9/9/1960

First Black Varsity Football Player: Fred D. Patterson, 1891, 1892, 1893 Teams
Are there any Negro instructors on Ohio State's faculty? No.

Is this due to racial discrimination? Could be.

This question was raised in a recent letter in the "Editor's Mail Bag." It is a question that has been asked more than once.

Well, why don't we have Negro instructors on our faculty? According to the law of averages, you would expect at least a few to be teaching. Is there a University policy excluding Negroes?

Vice-President Julian II. Hatcher shed some light on these vital questions Saturday. There is no such "policy," he said; not even a discriminatory "attitude."

Dr. Hatcher pointed out that the recommendations for faculty positions came from the President and the Board of Trustees from the various departments.

The administrative officials of the University he said, have no way of knowing the racial, religious, or national peculiarities of prospective instructors.

But unfair discrimination can exist—in the places where the faculty position recommendations originate.

Take Alfred Farrell, a brilliant student, and incidentally, a Negro, who came to Ohio State in 1938. He is now at Lincoln University. He writes:

"During the course of the school year 1934-1935 I applied for a graduate assistantship in order that I might continue graduate work leading eventually to a Ph.D."

"The chairman of the department was very frank. He told me that I could not permit me to teach but I could assist a professor by grading papers for him."

"He said there were a number of southern students at Ohio State who might object to a Negro taking the same professor."

"He said that the Board would have to pass on the employment of Negroes in a teaching capacity."

"Farrell accepted the compromise because I was poor and wanted to get started on my Ph.D. Sometimes I wish I had been strong enough to reject it, despite the fact that my relationships with the members of the English department were always cordial."

"I have always felt that I was in Ohio State but not of Ohio State."

"Sometimes I managed to smile through it all and thus endeavor myself to everyone (a good Negro, that). Truly I am black but no one professor pleased me, I am not benefited from it."

"I was never a graduate student in the English department; I was a Negro doing graduate work. Therein lies the difference."

"This was a little more than 10 years ago. We've made some progress away from that kind of prejudice since then. Let's hope we've made a lot of progress."

"But 10 years is a short time in the long, slow process of working ourselves free from the shackles of unreasonable and unreasonable prejudice. Vertices of it likely remain in some departments."

"As Dr. Hatcher observed, it's very possible that some of our departments, today would choose a white person over a Negro for a faculty position, qualifications being equal."

"This situation is enigmatic, for if there's anywhere in the world a Negro should be assured of justice and fair treatment, it's in the universities."

"Educated men, above all men, must take the lead in working for the racial equality we revere in theory but sometimes violate in practice."

"We must assume that educated men have the moral and scientific background to lead the way, or well must revise our educational system to produce this kind of men."

"Ohio State is a great university. It is great because of the variety and quality of its product: education. Is it also great because of its racial fairness?"

"The dearth of Negro instructors has helped to create a suspicion that the University discriminates in this respect."

"We urge the University to examine the areas where racial prejudice on the campus can (or does) deny equal opportunities to all."

"And, in the case of officials who are concerned about the feelings of "southern students" or "unfavorable publicity," we urge that these persons be reformed or replaced."

"A. C. Ivy and Irwin Ross, in a study "Religion and Race, Barriers to College" had this to say about the argument that "colleges must cater to the prejudices of the student body or the morals of the college community will suffer."

"This argument assumes a degree of student prejudice that probably does not exist. Students are usually more democratic than their elders. --
The Ohio State Lantern

It was not a graduate student in the
student body. I was a Negro doing
undergraduate work and I am not
unusual in this class, for there are
many other Negroes who are
undergraduate students at Ohio
State. The Negro student is
beginning to make progress in the
University because he is not
confined to certain departments,
which was the case in the past.

As Dr. Hatcher observed, it's very
possible that some of the Negro
students may choose a white person
or Negro as their tutor, provided
they are qualified and have
enough time to devote to it.

In the situation in question, it is
understandable that Negro
students may choose a white
person as their tutor if they are
qualified and have enough time
to devote to it.

We must assume that educated
men have the moral and scientific
knowledge to help in this way, or
we must revise our educational
system to produce this kind
of man.

Ohio State is a great university. It is
great because of the variety and quality of its
educational opportunities. Is it also great because
of its racial balance?

The growth of Negro instructors has
helped to create a suspicion that the
University discriminates in this respect.

We have the University to examine the
situation where racial prejudice on the
campus is based on certain standards of
judgment that may be applied to all
students. But it would also be
unfair to charge that the University
is prejudiced in this matter.

Dr. Hatcher said that Negro
instructors are not available in
great quantity to white or
mixed schools because the Negro
colleges have such a steady demand
for them.

Granting this point, we believe Ohio State
would increase its stature and progressiveness
by deliberately hiring qualified Negroes
in teaching capacities.

This would assure Negroes that the
particular opportunity wasn't closed to them.
They could then be secure in the knowledge
that the "race was broken" and that Ohio State
would offer no barriers to them.

And it would dispel the current suspicion.
It isn't only the people who identify
themselves as "liberals" or "progressives" who
are interested in this problem. Every one of us
true to the spirit of fairness in action.

The campus chapter of the National
Association for the Advancement of
Colored People, recently activated, can do much
toward combat the general problem of prejudice.

And it can be effective in urging that
qualified Negro instructors be put into our
classrooms.

Mr. Farwell added, "I am sorry that such
a leading school as Ohio State must be so
conservative in such matters. Instead of
waiting to see what other schools are doing,
she should take the initiative and hire qualified
people regardless of their race ..."

Prejudice cannot be wiped out
overnight. All desirable social changes must come about
as a result of evolution by education.

Negroes have made great progress toward
realizing equal opportunity, and this progress
is continuing, slowly but positively.

Let's work steadily but relentlessly for this
equality.

Knowledge is our most effective tool. Let's
use it.
Payroll Pedigree Cards: RG-6/c-13/Roll #19

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Summary of Recommendations in Report and Recommendations of the University Committee on Recruitment of Academic Personnel, May 21, 1969


2. Establish staff position, for a Black, in Office of Academic Affairs to facilitate minority recruitment (Coordinator of Minority Employment).

3. Establish a staff position, for a Black, in Graduate School (Coordinator of Minority Student Graduate Education).

4. Join other state universities in proposal to Regents for five faculty posts at eight universities with rank of Instructor and pay of Assistant Professor for Blacks with M.A. After two years, grant two-year leave of absence with pay to complete Ph.D.

5. Establish permanent, rotating fund of $250,000 to employ Black faculty.

6. Office of Academic Affairs review minority employment, especially policies pertaining to Ph.D. equivalencies.

7. Establish semi-annual Social Inventory of Minority Personnel by Chairmen.

8. Establish tri-annual Social Inventory of Minority Personnel in non-academic posts.

9. Establish a program to bring teachers from predominantly Black high schools, junior colleges, and colleges to OSU for one year to teach basic courses and to take courses to improve their teaching effectiveness.

10. Create three Distinguished Black Visiting Professorships.

11. Exchange faculty with Black universities.

12. Institute special pre-graduate work preparation for minority students with bachelor's degrees.

13. Institute summer preparatory institutes for minority high school graduates.

14. Appoint Graduate School ad hoc committee to assess effects of all admissions requirements on Blacks.

15. Anticipate Black Studies Program with departmental appointments and selection of Director.

16. Review Placement Offices to determine how they may better serve minority students.
17. Encourage departments to review their curricula to determine reforms that would better meet the needs of minority students.

18. Review employment service to determine how it might better achieve social balance.

19. Grant Black students and Black faculty equal voting power on committee to implement these recommendations.
Affirmative action report says

Too few blacks on faculty

By K. P. DEVANEY

3 MAY 71

"Minorities and women are under-represented in the University's work force in top administrative and senior faculty positions," according to a progress report released last month by the Office of Affirmative Action.

They are concentrated in certain stereotyped positions: office and clerical work for women and service work for blacks, the report said.

The Office of Affirmative Action, headed by Madison Scott, had each department provide data on its employees according to race, sex and job category.

As of October, 1970, blacks represented 15 per cent (2,500) of the total University work force.

Blacks are represented in almost every major area of University employment, but are concentrated disproportionately in the service worker category, according to the Affirmative Action report.

However, "In 1969-70, 36 blacks were recruited for faculty and other teaching positions, for an overall total of 48," the report said.

"During 1970-71, 22 additional blacks have been recruited as faculty members and 11 for other teaching positions, bringing the total to 81."

According to the report, "recruitment of blacks for top level administrative and policy-making decision positions was greater in 1970 than ever before."

Blacks now hold decision-making positions including vice provost for minority affairs, director of the Office of Affirmative Action, chairman of the Black Studies Division, director in international studies and coordinator of the Fulbright Program and assistant dean of students.

Regarding construction projects, the University has required prime contractors to report to the University the number of minority group workers at each stage of work, the report said.

"The University Purchasing Department has been instructed to seek out and use the services of minority business firms," the report said.

On the status of women in the University, the report said:

- of 751 assistant professors, 20 per cent are women;
- of 639 instructors, 36 per cent are women.

In the administrative and professional category, 35 per cent of 2,237 are women, the report said.
Black college educators begin to feel stymied, isolated

By STEPHEN FRANKLIN
Chicago Tribune

COLUMBUS - It always has been her style to be an outspoken woman with a sense of rage and the knowledge of when to use it on campus. But now Mary Ann Williams, like a number of other black scholars around the nation, wonders where she will get the strength anymore.

“You have to protect your energies; you can get totally drained,” says Williams, acting chairman of the black studies department at Ohio State University and one of a handful of black faculty, just 2.3 percent, at the 53,838-student university.

The voices of Williams’ colleagues may be more muted, but black faculty members across the United States feel increasingly frustrated and isolated, say researchers and officials with the major national higher education organizations.

Williams, for one, says she is distressed that there are so few other women like her to talk with and to share career plans.

She says she also questions whether she can continue to advise, cajole and nurture all the black students who come to her, attend every meeting on minority issues and then find time for her own work.

Williams and other black scholars nationwide also have told researchers they are troubled by the lack of progress in hiring black professors, but their worries go beyond mere numbers.

They also complain about being pulled between job demands and the need to counsel black students, the second-rate image of black studies programs and the failure of many blacks to enter the circle of prestigious schools and publications.

For black professors who were student activists in the 1960s demanding black studies departments and more black faculty members, there is a sense that the universities have broken their promises to open new career paths for blacks.

This spring, black faculty members at the University of Michigan, for example, were hardly soft-spoken during legislative hearings on the campus when they joined angry students in attacking racism and demanding changes. One specific demand was an increase in the number of black faculty from the current 2.9 percent.

Ironically, university officials had boasted at the hearings how Michigan had the highest percentage of black faculty in the Big 10. In the Ivy League, only Columbia had more, 4.2 percent of the full-time faculty.

Between 1977 and 1984, the percentage of full-time black faculty at four-year state institutions in the United States dropped to 4 percent from 4.3 percent, according to the most recent figures available from the U.S. Equal Employment Opportunity Commission.

Faced with the low numbers, university officials, such as Jeanne Giovannoni of UCLA, where blacks account for 2.5 percent of the faculty, say it is difficult to lure blacks because of stiff competition from other schools.

There are other factors as well, according to researchers. For example, a black scholar may choose one college or university over another simply on the basis of its hospitality rather than its prestige or its salaries. Further, the researchers say, young blacks are increasingly likely to seek higher-paying jobs in business than to wait years to move up the academic pay scale.

Nor is the pipeline of black scholars expanding. Since the early 1980s there has been a steady decline in black students at the undergraduate and graduate levels, says Sarah Melendez of the American Council on Education in Washington.

She says the number of black students in all U.S. colleges and universities dropped by 37,000 from 1980 to 1984. The figure includes a drop of 7,159 graduate students.

CONT ON PAGE 2
The key reasons for the drop, she and others believe, has been the rising cost of higher education, the decline in grants for low-income families and decreased emphasis on minority enrollments by many institutions during the Reagan administration.

Illinois offers an example of what has been happening to blacks in higher education. There has been no increase in the number of black undergraduates in the last few years and, correspondingly, the ranks of black doctoral candidates haven't expanded, says John Huther, deputy director of policy studies for the Illinois Board of Higher Education.

Despite attempts to boost minority graduate student levels in Illinois, the percentage of black Ph.D. graduates annually by public institutions in the state has not gone above 3.4 percent of all doctorates since 1977, he says.

And there has been a 9.2 percent decline in the number of black faculty at colleges and universities in Illinois between 1977 and 1985, according to Huther.

Melendez and other university officials say there is yet another factor that detracts from the hiring of black scholars — many blacks traditionally have sought degrees in education, and not in the sciences or other areas where universities are hiring. In 1981, for instance, 48 percent of all black doctorates were in education, Melendez says.

At Ohio State University, Barbara Newman, a newly appointed associate provost for faculty recruitment and development, acknowledges that for a long time minority hiring wasn't given "a very critical priority." The university's recruiting effort, she says, barely went beyond complying with federal employment guidelines, which ban discrimination but do not set any hiring levels.

In the last few months, however, she says Ohio State has become more aggressive in seeking black faculty.

As for the extra burdens put on black staff, Newman says university officials also are struggling with a way to recognize the hours and effort that black faculty members spend on their students and committees.
TO:    James A. Robinson
FROM:  L. S. Smith
SUBJECT: Black Faculty Employed

Following is an updated list of Black Faculty employed in the College of Education:

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<td>Vernon Broussard</td>
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**Black Faculty (OSU):**

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OSU sets date in quest to hire

By Ruth Hanley
Dispatch OSU Reporter

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

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

OSU aims to have the highest percentage of black faculty members in the Big Ten by the fall of 1990. OSU already has the most black faculty members with 79, of about 3,400, but it ranks third in percentage.

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

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

Academic leaders whose units do not meet affirmative action goals will be penalized by salary and budgetary reductions.

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

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

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

more black faculty

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

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

- Increasing the number of black freshmen to 650 in 1992. It is 412 now.
- Personalizing the admissions process so blacks will know "we're glad they applied," Newman said. Other students also will benefit from the new attention, she said.
- Developing new courses, sections of courses and other activities emphasizing cultural and racial diversity. For example, students will be told in freshman orientation, "We're proud of the variety of people who study and work here. This is a chance for you to meet a variety of people."
- Starting a Young Scholars Program for black sixth-graders who might not otherwise consider college. The program is being developed so 200 students from Ohio's major cities can be selected in the spring. The students will be guaranteed financial aid and admission to OSU if they get good grades and attend summer programs on the campus.

OSU also will set up three programs of community "mentors," or advisers.
Affirmative action plan centers on faculty

By MICHAEL C. KEHLMIEIER
Lantern staff writer

Ohio State has the third highest number of black faculty members in the nation, yet they comprise only 2.8 percent of 3,386 faculty members.

This percentage of black faculty is inadequate to meet the need for mentoring and advising Ohio State's black student population, which dropped 12 percent in the past six years, according to an affirmative action plan issued last fall by the Office of Academic Affairs.

The office required the development of new affirmative action plans from all 19 OSU colleges, establishing year-to-year recruitment goals for minority faculty members through 1991.

These new faculty members will provide more role models and mentors to minority students and would be an incentive for blacks to enroll at Ohio State, the report from the academic affairs said.

Manning Marable, chairman of the MINORITIES ON CAMPUS

Department of Black Studies, is pleased about the plan.

"Ohio State should be applauded for its commitment to affirmative action and the achievement of a real educational quality for people of color and for women," Marable said.

Although the plans have some minor problems, they will be corrected as the plans develop, she said.

A campus group, however, said the plans have major flaws, and the group has threatened to sue the university if alterations are not made.

"It is not a plan," said Charles Ross, member of the Coalition Against Racism in Colleges and Universities and associate professor of social work. "It is basically rhetoric to make people feel that something great is going to happen."

"It is an expression of goals, objectives and some policy statements," he said. "You could not build any structured programs with that."

Ross said he would file a class action suit on the grounds the university is in violation of the Civil Rights Act, which prohibits discrimination against blacks hiring, if alterations are not made in the affirmative action plan.

"By the end of the year, the university should have the plans ready to go for next September," he said.

The plan from academic affairs outlines several programs that Ross said are well-intentioned, but inadequate.

The guidelines for new faculty recruitment, which were submitted to the Office of the Provost Feb. 1, are among the programs.

The faculty plans had to include the number of minorities the college will need to hire over the next three years and how it will recruit these faculty members.

The colleges calculate the amount of minorities they need by subtracting the present percentage of minorities from the percentage of minorities qualified to fill faculty positions.

For example, according to the College of Engineering's plan, of 286 faculty members, 0.35 percent are black.

The plan also said 8.2 percent of all engineering doctorates were earned by blacks in 1985 and 1986.

Therefore, the college must increase its black faculty by 0.34 percent or one black faculty member over the next three years to fulfill its commitment to the affirmative action plans. However, the college increased this number and will hire two blacks in its faculty, officials in the Engineering Department said.

The way the college will accomplish its faculty increase also had to be included in the plan.

Carole A. Anderson, dean in the College of Nursing, said her college will use its present faculty members to attract more minorities.

"Faculty will be asked to talk with minorities when they go to a meeting," Anderson said. "This will get our people out in the field."

"We will also ask each faculty member to indentify a minority and write to them and tell them about the advantages at Ohio State," she said.

Anderson added she would have liked more time to work on the plan. "With a little more time and thought, we might have been a little creative with our recruitment strategies," she said, "but these will change anyway. It isn't set in stone."

John Hart, dean of the College of Engineering, said he was told Nov. 17 the college had to form the plan. He said the plan was due two and a half months later.

"It was tough to hand it in February because of the Christmas holiday and the large amount of information we had to work with," he said.

See RECRUITMENT, page 2
Recruiting policy faces criticism

Continued from page 1

to use," he said.

"It seems (the university) thought about it a long time and now they are approving the plans which will take quite a while, but the person who had to come up with the plan only had a little time to work on it," Hart said.

Barbara Newen, associate provost for faculty recruitment, said the plans should be approved by April.

She said people from her office, the Office of Human Relations and the Office of Academic Affairs will examine the plans, which are scheduled to be implemented Fall Quarter.

Those three offices will also evaluate the programs, said Franklin Simpson, associate executive officer in the affirmative action office.

IF THEY find a problem with the plans they will point it out to the provost, who could reduce the college's budget or not grant pay raises to the deans or other administration until the plans are satisfactory, Simpson said.

An obstacle the colleges face is the number of qualified faculty members available, said Ann Ackermann-Brown, assistant dean in the College of Biological Sciences.

Of all doctoralates earned in the life sciences last year, 1.4 percent were earned by blacks, she said. To get more blacks into the pool of doctorate holders, the university must work with black children to increase minority college enrollment. Then college graduates must be persuaded to earn a doctorate degree, she said.

"We must try to get more people into this pipeline," she said.

She said her college will be working with the young scholars program, which is outlined in the affirmative action plans and is the first stage of the pipeline.

The program provides financial aid to minority sixth-graders if the students attend a college or university and have a high point average. It will begin with 200 students this summer and 400 students next summer.

Kath Kilty, a professor in the College of Social Work, said the number of students is small compared to the number of Ohio sixth-graders.

Ohio has 126,542 sixth-graders, said the superintendent of Ohio public instruction.

KILTY SAID he is opposed to the faculty recruitment plans and academic affairs' plan.

"The main problem with those plans is they do not offer enough scope or commitment from the university to carry out an effective plan means long-term commitment," Kilty said. "In May of 1970 the university created an affirmative action plan and this new one sounds like the same plan."

He said black enrollment increased to 5.6 percent of the student population but has decreased every year since 1975.

Besides the young scholars program, a program to provide mentors to all recruited students is outlined in the plan.

MENTORS ARE people the students admire and respect and are in the students' same college, said Joyce Vaughn, a counselor in the Minority Engineering Program and a black doctorate student in the College of Education.

She said black students in a college such as engineering, which has only one black faculty member, feel isolated and alone.

This loneliness, along with the strenuous work required by the college, make life difficult for the students at Ohio State, Vaughn said.

The mentoring program is intended to relieve some of this burden, but Kilty said the program is unrealistic because it will require 3,000 voluntary mentors in five years.

"THE MENTORING program is a good program if they can get the volunteers. Where are all these people going to come from?" Kilty asked.

He said the faculty at Ohio State have no incentive and no time to volunteer as mentors.

"The faculty is burdened by trying to keep their tenure. They have to write a certain amount or perform a certain amount of research to keep their tenure," Kilty said.

"The faculty needs some incentive to take time off from teaching to work on this program and it does not offer any. Their work load is too great, so it must be reduced," he said.

However, Sue Blanchard, executive officer in the Office of Human Relations, said not all of the mentors will be faculty.

"MOST OF the mentors will come from the faculty, but some will also come from the OSU staff, the community and alumni," she said.

She feels between the faculty and the community enough people will volunteer for the program.

"There are a lot of people interested in helping cut black students. They want to make individual contributions and being a mentor will let them do that," she said.

Another program Kilty said he is not happy with will increase financial aid for the black students.

"TUITION HAS nearly doubled in the last 10 years and the financial aid program does not go far enough," Kilty said.

Next year the plan will provide 275 students with an average of $1,662 per student. This year, tuition at Ohio State is $1,850 a year for full time undergraduate students, but has not been set for Fall Quarter.

He said the plan as a whole does not have enough money.

"Less than 1 percent of the university's budget is going to this plan. The university has a $1 billion budget. If it is so committed to this plan, why isn't spending more money on it?"
More minority faculty wanted

‘Action Plan’ implemented to increase total numbers

By Joe Abraham
Lantern staff writer

Representatives of various OSU academic departments said they are having a difficult time finding black candidates for faculty positions to comply with the university's efforts to increase the number of minority faculty. According to October 1987 statistics in the OSU "Action Plan" for affirmative action, 2.3 percent of the faculty is black.

The Action Plan, designed to improve the recruitment and retention of minority students, says that Ohio State has a low number of black faculty does not provide black students with enough role models to encourage them to consider opportunities in the academic field.

Donald Hubin, vice-chairman of the Department of Philosophy, said there are no blacks on his department's faculty.

"In philosophy, the pool of minority applicants is small," Hubin said. "The number of black philosophers holding academic positions in the country is less than 30."

HUBIN SAID it is difficult to recruit minority faculty because few minority students come through graduate school and many universities actively recruit those who do.

Gene Capriotti, chairman of the Department of Astronomy, said he knows of only three black astronomers in the country. Capriotti said his department has no black faculty, but is involved in a program to generate interest in disadvantaged students at the junior-high school level in the field of astronomy. He said the program is part of the Action Plan.

Action Plan statistics state that Ohio State has the third highest percentage of black faculty in the Big Ten. The University of Michigan (3.1) and Michigan State University (2.7) have lower percentages.

Barbara Newman, associate provost for faculty recruitment and development, said short-term focus should be on being aware of all minority candidates interested in teaching at Ohio State, while the long-term focus should be on building the pool of black scholars.

She said the active courting of blacks for faculty positions doesn't create a double standard in hiring practices.

"The point is to establish clear criteria in terms of the qualifications for a position," Newman said, "but to allow the fact that the person brings diversity with respect to race or gender to count in a positive way as they are evaluated."

Considering race a "positive" gives blacks an equal chance at getting a position, making up for the discrimination that would otherwise take place, she said.

Dr. Walter K. Bunge, director of the School of Journalism, said, "We always shop for minorities."

Bunge said if the qualifications of two faculty candidates are equal, the school will hire the minority.

There is one black on the journalism faculty of 23, and another black will begin Fall Quarter, he said.

"The pool of candidates is small," he said.

Newman said black faculty candidates can be found by developing strong networks with black scholars.

"SOME COLLEGES (within Ohio State) are proposing to develop a closer collaboration with historically black universities, which have the same subject matter," Newman said.

She said the College of Biological Sciences has made a special effort in having a lecture series which invites women and minority scientists to speak on their subject of expertise.

The College of Business is planning a program called "Executive in Residence," in which blacks from the business world are invited to spend time in the college, she said.
Number of newly hired Black faculty triples

By Ruth Gerstner

The number of new Black faculty appointments at Ohio State is more than three times what it was last year, and the proportion of minorities among new faculty members has increased from 15 percent to 25 percent.

“Our emphasis on affirmative action in faculty hiring is showing excellent results,” says Myles Brand, vice president for academic affairs and provost.

“As part of Ohio State’s overall commitment to affirmative action, colleges and departments have been challenged to broaden their recruiting efforts and to aggressively seek candidates who would add to the cultural, racial, ethnic and gender diversity of the University.”

Preliminary data prior to autumn quarter opening indicate that 20 Blacks have been hired to fill faculty positions at the instructor, assistant professor and associate professor levels. Last year, six Black faculty members were added to the instructional staff.

While the total number of new faculty is expected to be near 200, an analysis of the first 162 positions shows that 75 percent of them are filled by whites, 12 percent by Blacks, 8 percent by Asians, 4 percent by Hispanics, and less than 1 percent by Native Americans. Overall, men outnumber women by 2 to 1 among the new faculty, though the new Black faculty are equally divided with 10 men and 10 women.

Most of the new appointments are for entry-level instructional positions — 122 are assistant professors and 21 are instructors. There are nine new associate professors and 10 new professors. All of the new full professors are white males.

“I am gratified with the success that has been shown in increasing minority representation on the faculty, but we are a long way from achieving our goal of having a faculty that reflects the general population,” Brand says. “Last year in a faculty of 3,386, just 295 were members of minority groups. Only 79 were Black and only 766 were women. Clearly, we still have a lot of work to do.”
Big 10 aims to increase minority faculty

Black faculty decline blamed on lack of doctoral candidates

By Traci Kathleen Mitchell
Latern staff writer

The national decline in black faculty in colleges is not due to a lack of recruitment, but is the result of a small number of black candidates for doctorates, said David Boyne, associate provost of the Office of Academic Affairs.

Encouraging blacks to enter doctoral programs can help lower the ratio of whites to black faculty members, said Sue Rasmussen, affirmative action compliance counselor at the University of Michigan.

"Aggressive recruitment is essential to the development of a more equitable black faculty," Rasmussen said.

The affirmative action program strives to get more blacks who will proceed to a doctoral level, to enter graduate school Rasmussen said.

One way to increase the number of blacks in postgraduate work is to increase fellowship money, she said. Fellowship money helps pay for the cost of graduate and doctoral work. The financial factor is very important in the decision to continue in academia, she said.

Graduate and doctoral work require a commitment of both time and money. The time used to earn a postgraduate degree could be used to earn a decent income in the private sector, Rasmussen said.

"In 1987, all the Ph.D. degrees awarded nationally, 4 percent were to blacks. Half of that percentage was in the field of education. This leaves a lot of other academic areas with a minority problem," she said.

Ohio State, which leads the Big Ten Conference in the number of black faculty members, offers an action plan to college search committees on the doctoral level. Boyne said.

"We hope this gives college search committees additional incentive to aggressively recruit minorities," he said.

The Office of Academic Affairs requires college search committees to have an affirmative action representative, he said.

Also, the provost's office will pay one-third of every under-represented minority's salary, Boyne said.

However, minorities hired must benefit from the action plan. If the College of Engineering hired an Asian professor, then he or she would not benefit from the action plan because even though Asians are a minority in this country, they are not a minority in the field of engineering, Boyne said.

Due to the small number of black faculty members, universities need to use their black faculty wisely, Boyne said.

"If we insist on a black to be on every search committee, that would be an overload of commitments," he said.

See BIG TEN, page 2

Ohio State leads recruitment efforts in conference hiring

By Michelle L. Weber
Latern staff writer

Twenty blacks have been added to Ohio State's faculty this year, compared to last year's addition of six blacks, the Office of Academic Affairs said.

The 20 new black faculty members include three instructors, 15 assistant professors and two associate professors, the office said.

Myles Brand, provost and vice president for academic affairs, said the increase is the result of the university's commitment to affirmative action.

Affirmative action challenges colleges and departments to broaden their recruiting efforts and to aggressively seek candidates who would add to the cultural, racial, ethnic and gender diversity of the university, Brand said.

Although the total number of new faculty members will not be available until November, an estimated report from the Office of Academic Affairs reveals an addition of 162 new positions.

Seventy-five percent of the positions were filled by whites, 12 percent by blacks, eight percent by Asian-Americans, four percent by Hispanics and less than one percent by Native Americans.

Twice as many men than women were hired, but among blacks, women and men were equal in number with 10 of each.

None of the full professors hired were minorities or women.

"I am gratified with the success that has been shown in the increasing minority representation on the faculty, but we are a long way from achieving our goal of having a faculty that reflects the general population," Brand said.

He said last year's faculty of 3,868 consisted of 286 minorities, 73 of which were black, and 766 women.
Boyle said the academic affairs office believes it is possible for a white faculty member to be sensitive to affirmative action and its policies.

Rasmussen said because the University of Michigan had only six black faculty members in 1987, white faculty members handled the minority recruiting.

The University of Michigan hired 20 new black faculty members for the 1988-89 academic year, about 8 to 9 percent of the total hired, Rasmussen said.

Michigan is encouraged by this number because the university hired six black faculty members out of a total of 232 in 1987, she said.

The University of Illinois, which is close to the bottom of the scale for black faculty in the Big Ten, hired 2,214 tenure-track faculty in 1987 that included 25 blacks, said Isabel Busch, assistant to the assistant director of affirmative action.

"After a two-year staff freeze, we are experiencing an all-out recruitment of black faculty," Busch said.

In 1987, Purdue University had 15 black faculty members on the tenure track, which was .9 percent of the total faculty, said Paul Pitts, Assistant Director of Affirmative Action at Purdue. This percentage is the same as Minnesota's, placing those schools at the bottom of the Big Ten list for tenure-track black faculty members.
Few to be found in U.S. colleges

Yale science student Edward A. Bouchet made quiet history in 1936 when he became the first black student to receive a degree from an American university.

"The Yale and taught primarily in secondary schools," said Herman B. Branson, director of the precollege science and mathematics programs at Howard University in Washington, D.C.

"I DON'T think the colleges at that time were very much interested in blacks in Ph.D.s, and he was never asked to teach in a black college.

Bouchet died in 1988, having finished his career as principal of the all-black Lincoln High School in Galipolis, Ohio.

Black students — and science students — are still scarce in U.S. schools and colleges.

"Blacks are 12 percent of the American population and 2 percent of all employed scientists and engineers," said a federal task force report last year on women, minorities and the handicapped in science. "They earn 4 percent of the bachelor's and 1 percent of the Ph.D. degrees in science and engineering."

"The educational system turns many black students away from these fields early in life," the report said.

At the Ohio State University, blacks hold less than 3 percent of the tenure-track faculty positions, and their representation in the science departments is worse.

Campus officials said that if there are few blacks at the top rungs of academia, it's because there are so few climbing the ladder, especially in the sciences.

Stephen E. Wilson, president of the Ohio State University, said there is a natural reluctance to promote special programs for black students within newly integrated schools. The program is just now getting back in stride.

WE2 (Worth Extra Effort) is a low-budget, motivational program operated by McGee and teacher volunteers at Champion and six other Columbus schools. It began as an OSU-sponsored program more than a decade ago but, ironically, faltered during desegregation.

WHEN BUSING began in 1960, McGee said, there was a natural reluctance to promote special programs for black students within newly integrated schools. The program is just now getting back in stride.

WE2 is active at two Columbus middle schools, Champion and Inglis, as well as at five elementary schools: Avondale, East Columbus, Ohio Avenue, West Broad and Brentnell.

Also in its fourth year in Columbus is the ACT-SO competition — an arts and science fair for black high school students. The contest is sponsored by the Columbus chapter of the National Association for the Advancement of Colored People.

This year's physics winner was Brandon Smith, 18, a future biomedical engineer whose Super-CHOS project began in a school laboratory.

Each afternoon, the Moffin High School student heads to the Battelle Science Program at the Fort Hayes Metropolitan Education Center.

"I don't think blacks are encouraged enough," Smith said. "This program was the thing that finally pushed me into science."

McGee said science and engineering aren't viewed as viable career options by blacks.
Brandon Smith at work in a laboratory at Fort Hayes

"People go toward what they know, what they see, what's high-
ly visible," said McGee. "It's hard to get kids into engineering when there are no engineering courses in high school, no TV shows with engineers. It's not in the media or the comic books."

This isn't a black problem, it's an American problem, she said.

"WE NEED all the help, all the in-volvement we can get, but I'd like to avoid having people look at this just as a minority problem. It's much greater than that. As a society, we're losing our edge, particularly in the area of technology. In fact, minorities and women are the fastest-growing groups among American engineering students."

Nancy Weber, WES elementary coordinator in Columbus, said she would like to see a more ambitious program, but that would require more money.

Weber said the real shame is that in Columbus, supposedly a science and technology center, many children are growing up un-nos-tant of their options."

"IT JUST bugs me that kids in this city have this big research university and yet they've never been on the campus and never even met a student."

If James Bishop has his way, such isolation will disappear in the 1990s.

Bishop, special assistant to the provost, oversees OSU's Young Scholars Program that is trying to supercharge the education of hundreds of poor, bright, disadvanta-
ged youngsters from Ohio's mas-
er cities.

The program reaches 600 stu-
dents, 100 from Columbus.

Young scholars, starting in the seventh grade, receive special tutoring, go on field trips and participate in career programs at their home schools as well as at two- to three-week summer residential institutions at OSU. The curriculum includes both the sciences and the arts, but Bishop said math and computer skills are stressed.

ABOUT 90 percent of the students are black, but the program is open to whites. Illustrious Native Americans from low-income backgrounds.

If they complete the multi-year program and maintain a B average in a college preparatory program, the students are guaranteed a spot at OSU upon gradu-
ation and financial assistance to pay for it.

Bishop wants to see 4,000 stu-
dents taking part in the program in just a few years. That will require expanding it to every state university and more money from state government and industry.

Industry also can help by pro-
viding minority students with role models in science and engineering, said Lynn H. Cole, a 35-year-old computer expert at AT&T Network Systems in Columbus.

Cole is vice president of the local chapter of the National Technical Association, which for 60 years has been working nation-
ally to increase minority repre-
sentation in technical fields.

She said black youngsters have many of the same problems with math and science as do other chil-
dren but need special help to broaden their horizons.

THE ASSOCIATION sponsors Saturday workshops for middle and high school students on such topics as electronics, robotics, computers and chemistry.

A major event each April is the minority youth achievement awards banquet. Next year, the organization's national confer-
ence will be in Columbus.

"Why do blacks need to go into sciences?" Cole asked rhetorically. "It's because that's where the world is going. Technology is it and it's going to affect everyone, so we need to give the kids the width and breadth of this area.

"I don't think time will take care of this," she said. "Those of us who have the time and take the interest, have to walk this path. We've got to be more pro-active, or it won't be done."
BLACK STUDIES FACULTY MEMBERS ATTEND SUMMER PROGRAM

COLUMBUS -- Some newcomers to the discipline of Black studies are getting an intensive overview of the field during a three-week program now under way at The Ohio State University.

Sponsored jointly by Ohio State and the National Council of Black Studies, the Summer Faculty Institute provides training to university faculty members from schools which have Black studies departments or are in the process of developing them. The institute runs from June 10 to 30.

"The institute is designed to provide training for faculty from across the country in the Black studies specialty," said Joseph Russell, executive director of the National Council of Black Studies and vice provost for minority affairs at Ohio State.

"This institute is designed for those faculty who have not been involved actively in teaching in a Black studies setting," said James Stewart, director of the summer institute and director of Black studies at Penn State University.

The institute, now in its second year, is funded by a three-year grant from the Ford Foundation. The $300,000 grant was given to the National Council of Black Studies to conduct inservice training for faculty members. Last year, the institute was held at Indiana University.

-more-
While at Ohio State, participants will work on projects designed to help them apply what they have learned to their individual teaching or research interests. The institute will cover such topics as curriculum and scholarship focused on African-American women.

Presenters will include Ted McDaniels, acting chairperson of Ohio State's Department of Black Studies; Maulana Karenga, the initiator of the African-American holiday Kwaanza; Molefi Asante, noted author and spokesperson in the field of Black studies; and Deloris Aldridge, Distinguished Professor of Black Studies at Emory University and former national chairperson of NCBS.

The group also will tour Ohio State's Black Studies Community Extension Center in Columbus and the National Afro-American History Museum in Wilberforce.

Participants are:

Ellen Sibley, Lewis College of Business, Detroit, Mich.
Raymond Perry Jr., East Central University, Ada, Okla.
Jacqueline Wood, Broward Community College, Davie, Fla.
LaVerne Gyant, Penn State University, State College, Pa.
Niambi Webster, Skidmore College, Saratoga Springs, N.Y.
Raymond Janifer, College of Wooster, Wooster, Ohio
Patricia Coleman-Burns, Wayne State University, Detroit, Mich.
Anita Hibler, Prince George's Community College, Washington, D.C.
Elise Brathwaite, Delaware State College, Dover, Del.

Contact: Joseph Russell, (614) 292-4355.
OSU faculty lacks women, minorities

By Amy Murch
Lantern staff writer

Ohio State has shown little progress in increasing the numbers of women and some minorities on the faculty, according to a report released by the University Senate Committee on Women and Minorities.

Patricia Stuhr, an assistant professor of art education and the chairwoman of the committee, said, "The number of women faculty has increased by 4 percent. But that's not exactly earth-shaking."

The report also said of the 260 newly hired faculty in 1989-90 only 38 were minorities. In 1988-89, 52 of 244 faculty hired were minorities, and 48 of 273 faculty were minorities.

Of the 131 tenure-granting units in the university, the report also shows 66 of these units have either one or no minority faculty members.

There has been a "small, but consistent" increase in black staff since 1988, who accounted for 13.4 percent of the staff in 1990, but other minority groups were down by 10 percent from 1988.

Stuhr said she has no idea why these numbers are so low, but added, "I still think we are not hiring them (women and some minorities)."

She said the report offers some speculations as to why these groups are under-represented.

"It was a transitional year, with the new university president and new gubernatorial administration," Stuhr said. "There was also concern over the future economy of the state."

The committee offered five new proposals in their annual report:

- First, that the university clearly define its obligations toward women and minority groups.
- Second, that all affirmative action advocates, who are appointed to assist search committees, receive mandatory training.
- Third, spouses of new women and minority faculty members are to be given job placement assistance.
- Fourth, affirmative action grants and awards programs be continued.
- Fifth, that the university be more concerned about the decrease in black faculty and about the "disproportionate" number of black staff in service jobs.

Stuhr said the committee will also recommend an exit interview be conducted when a faculty member leaves the university, to find out the person's reason for leaving and assistant professors be asked every two years, if they are satisfied in their position.

Barbara Newman, associate provost, said she agrees that the report is frustrating. "I think the report is accurate and the concerns are very real," she said.

"The area I am most involved with is faculty recruitment," she said. "This year, we had a net increase of women faculty that is larger than it has been in years."

She explained that although the increase was 4 percent, it is difficult to show a bigger percentage increase within a group as large as the OSU faculty.

"The tenure-track faculty consists of 3,351 individuals, so to have a 1 percent increase, you would have to make a change of 33 individuals," she said.

Concerning the rest of the report, she said, "More African-American faculty left last year than we recruited last year. That is obviously not the direction we are shooting for."

"We're going to have to find new ways to recruit women and minorities," she said. "I share the frustration of the report, but we are already making changes."

The report will be presented to the University Senate on March 2. Stuhr said all of the members of the senate have received a copy of the report and she will give a synopsis of the report and address any questions at the presentation.
OSU minority affairs boss wants plan to bring more black faculty members

By Tim Doulin
Dispatch Higher Education Reporter

Ohio State University needs a plan to attract more black faculty members to campus, the university's acting head of minority affairs said.

"We need to understand that, if what we want to do is hire more minority faculty, we need a strategy," said David Williams II, acting vice provost for minority affairs.

"We have not been very successful in the past."

A university strategy unveiled in 1987 to increase black faculty members and students on campus has received mixed reviews. The number of black faculty members has increased in the past five years but not at the rate some want.

A report released in May by a committee of students and faculty and staff members criticized the progress of hiring minorities on campus, saying 109 black faculty members were tentured or on a tenure track out of about 3,000 faculty members at OSU. That is 4 more than in 1988.

"I think there are elements that can be salvaged (from the university's hiring plan), but I don't think it is a bad idea to take some new looks," Williams said.

He said OSU, which grants the second largest number of doctoral degrees to blacks in the country, should consider hiring black faculty members out of the school's Ph.D. programs.

Traditionally, universities prefer to hire faculty members who received doctorates elsewhere.

"If I am sitting in the Midwest and have a chance to get someone who was educated on the West Coast or the East Coast, that brings diversity and that is a very, very good goal," Williams said.

"But there are other types of diversity. One type is to have people of different culture. And if you are serious about doing that, then maybe you have to rule out some of that other tradition."

Williams said the university should exchange more faculty members with predominantly black schools and intensify recruiting minority students to the sciences.

In July, the university named Williams to replace Joseph Russell after rallies in the spring by black students protesting conditions on campus. Russell was reassigned as a vice provost of special projects.

At a rally of black students on campus last week, Williams received an enthusiastic reaction when he said the minority affairs office is "going to operate in a new manner to reach what the mission should be for our office. That is to provide services to the students and change conditions for students."

He asked students to help bring more black faculty members to campus.

"My office doesn't hire faculty. The individual departments hire faculty," Williams said.

"We will call on you. When we interview brothers and sisters, we want you to take them around the community. We want you to get involved. We want you to make them understand why we need them."

The university is searching nationally for a permanent replacement for Russell, but Williams appears to have the support of African Commit to Improving Our Nation, a mostly black student group that has been influential in bringing change for blacks on campus.

"The decision to reassign Dr. Russell was not made by ACTION and wasn't a demand," said Ayna Fulana, a member of the group.

"But the man who was put in his place is doing really well."
Black faculty scarce at Ohio State

Hiring not consistent with large numbers of black Ph.D. graduates

By Jennifer Inez Ward
The I Team

Tweed knows no prejudice.
Perhaps this is an ideal, but the percentage of black faculty at Ohio State is amazingly low compared to the percentage of the U.S. population that is black or even compared to the number of black students on campus.

Although Ohio State ranks fifth in the nation in the number of doctoral degrees awarded to black students, only three percent of Ohio State's faculty members are black, said David Williams, vice provost for minority affairs.

According to the Office of Academic Affairs, only 104 of the 3,239 total faculty members are black.

Faculty members include instructors, associate professors, assistant professors and full professors.

"It's discouraging for a school to graduate a high number of black Ph.D.'s, yet have little black faculty to show for it," Williams said. He added that the hiring of faculty is done by the different colleges and not the university itself.

Williams is part of the University Senate Committee on Women and Minorities that President Gee formed.

The committee's latest report, which was issued in November, stated that 84 of the 138 departments on campus have no black faculty members. The report also said that black faculty members seem to be concentrated in certain areas.

For example, the College of the Humanities has 25 percent of all black faculty on campus, 60 percent of whom teach in the department of black studies.

"In fact, the Black Studies Department is the faculty home of 16.6 percent of the black faculty in the 18 colleges (at Ohio State), and 13.8 percent of the total black faculty," the report concludes.

Thomas J. Byers, associate dean of the College of Biological Sciences said that black faculty are extremely scarce in the field of biological sciences. "We have had some black faculty in the past," he said.

Byers said that although they have a large number of black Ph.D. graduates, it takes years before someone can be placed in a faculty position. The fact that there are a large number of black graduates now is a recent trend that this college and others have not been able to reap the benefits of, as yet.

The College of Biological Sciences has a total of 105 faculty members, only five of which are minorities, Byers said.

According to Byers there are 400 graduate students in the biological sciences program, 24 being black. Byers added that there is a minority support group for black graduate students in the biological sciences program so these graduate students can communicate any similar goals or problems they might incur.

Mac Stewart, dean of the University College, said See FACULTY page 3

the university must become more aggressive in seeking minorities when there's a vacant faculty position.

Stewart is the only black dean at Ohio State. He was appointed acting dean in 1990 and was named permanent dean in 1991. University College has no faculty members, leaving Stewart with little power to influence the hiring of faculty.

Stewart said the reason why there is a low number of black faculty is because there is a low number of blacks in certain disciplines.

He said university needs to develop a "pipeline" for black faculty. According to Stewart this pipeline involves getting black students into graduate school and then trying to retain them to teach rather than immediately going into their professions.

The university currently has two minority programs that have this goal in mind. They are the Summer Research Program and the National Science Foundation. These programs help minority students finance their doctorate education.

Stewart said the colleges and departments must show support to black faculty members.

"It's important for young black faculty to have mentors (within the department)," Stewart said. "They have to feel like they are contributing to the university."

Since universities are reluctant to hire their own graduates, Stewart suggested that schools within the Big Ten should work out a system where they have an available pool of minority graduate students for faculty positions.

Clyde Franklin, a professor of Sociology, said he is not certain that the Sociology Department searches hard for black faculty. Franklin is one of only two blacks in the department.

Franklin feels his work is devalued within the sociology department. He has his research about African-Americans is not held as high in the sociology department as the research done about democracy or econometrics.

"I don't see any more minority faculty coming into the department in the future," Franklin said.