Gee panel will study OSU's diversity

By Tim Dodd
Dispatch Higher Education Reporter

Gordon Gee, Ohio State University president, announced yesterday the formation of a committee to advise him on policies and priorities to ensure diversity on campus.

The President's Advisory Committee on Diversity also will evaluate the effectiveness of the university's efforts to recruit and retain minority students and staff and faculty members.

"We have mechanisms set up to deal with some of these issues now, but they have not been as successful as we would like, obviously, because the issues continue to be a problem," Gee said.

"If you put a program together and it doesn't work, then you have to take another look at it and try something else."

Three in-house studies examining aspects of gender and race equity on campus will be released this week and prompted Gee to announce the committee.

"One commonality among these three committees has been the call for a more coordinated response to issues of underrepresentation, equity and to an adverse and hostile climate," Gee said.

He said he is particularly concerned with the treatment of women on campus.

"There is a lot of fear on campus, and I feel it more among women," Gee said.

"The issues of harassment and the subtleties of the kinds of things that have happened to them are of concern. I want to develop a way to positively deal with those problems."

A report released last spring by a committee of faculty and staff members and students noted that some women have been hesitant to speak out about harassment and lack of job advancement because they fear retribution from superiors.

The same report also indicated a "glass ceiling" exists that makes it difficult for women staff members to make the transition to the senior administrative and professional levels.

Gee, however, has received high marks from a grassroots women's group on campus for hiring two women vice presidents and naming a woman provost since coming to OSU in 1990.

The university's strategy to increase the number of black faculty members and students on campus also has received mixed reviews.

Since the plan was unveiled in 1987, the number of black faculty members has slowly increased but not at the rate some on campus would like to see. University figures last spring showed a total of 109 tenured or tenure-track black faculty members out of about 3,400 faculty members at OSU last school year. That is 14 more than in 1988.

David Williams II, vice provost for minority affairs at OSU, will be chairman of the new advisory committee. Other members will be named soon.

Gee announced the new committee during a speech to the University Senate at Kettering Hall on campus.

During the hourlong speech, Gee promised the university would strive to manage itself better, stressing the importance of enhancing the learning environment, strengthening support for research and enriching the quality of life on campus.

Please see PANEL Page 2B

"Still facing budget problems, the university may have to consolidate or eliminate more programs and departments," Gee said.

"I can assure you that we will not look the same five years from now or even five months from now," Gee said.

While allowing that room for improvement exists on campus, Gee said the university does many things well, and he lashed out at critics of higher education.

"We have been accused as institutions of closing the mind, killing the spirit and bamboozling the public. Individually, we have been attacked as prima donnas whose so-called scholarship is nothing more than an academic hobby, as teachers who fail to teach or teach well, or as mismanagers of our resources," Gee said.

"Such accusations make me angry. And I would think they make you mad as well. We do many things very well. And at the very time we are being asked to do more, when our national well-being requires our innovation and our graduates more than ever, we are being assaulted."

Gee said higher education can no longer ignore the attacks, and he encouraged the university "to get our story out to the public."

Gee plans to hold town meetings on campus during the next three weeks to discuss the university's mission and concerns.
Diversity committee starts to take shape

By Ericka Pizzillo
Lantern staff writer

Department chairs losing their jobs?

That's what OSU President E. Gordon Gee said will happen if his diversity goals are not met.

These goals are expected to include minority hiring and diversity workshops.

Specific goals are to be recommended to the president by the newly-created President's Committee on Diversity, which Gee is in the process of creating. So far, the committee has one member, David Williams, associate provost for minority affairs. He has been named chairman of the committee.

Williams said he does not know when the committee selection will be complete. He said he hopes it will be complete by the end of the month, with recommendations to be made for the president to act upon by the end of the quarter.

At least one student appointee is expected on the committee, said both Gee and Williams.

Gee said, at a community meeting Monday, he plans on using a "stick and carrot" approach when dealing with diversity issues on campus, using both rewards and penalties to make faculty and administrators accountable for diversity goals.

The meeting, called to discuss quality of life and valuing diversity on campus, is one of several meetings held this week to talk about issues raised in Gee's speech to the University Senate on Oct. 2.

"We intend on having a set of standards and if they are not met, those held accountable simply will no longer function," Gee said.

Williams said he uses the same approach when he deals with people in the office of minority affairs. "If they can't do the job, I find someone who can," Williams said.

"I would prefer people would catch the vision," Gee said.

But if the vision is not caught, Gee said he would "need to make changes in personnel."

Gee said Monday, at the community meeting, that to overcome diversity problems in the university there must be both a top-down and bottom-up approach.

"Without the commitment of the President, change will never take place," Gee said. But commitment is also a need at the faculty and staff level, "without that we are ultimately doomed to failure," he said.

Williams said the president's commission will not be conducting studies. "I know what the problem is," Williams said, "and it's our job to plan the way to solve the problem. We don't plan to go out to collect the data."

"We have more good ideas than we have time to implement," Gee added.

At Monday's meeting, Associate Provost Ed Ray said the problem with diversity on campus is that no one is held accountable. Ray described the current process for accountability as being in a state of "squishiness." "We have to bring cohesiveness to the process," Ray said.

Gee is also expecting to create diversity policies based on three reports, the faculty salary equity report, the athletic salary equity report and the president's commission on women report, which are currently being distributed to faculty. Gee said he hopes to implement policies based on these reports by the end of this quarter.

Gee will be holding three other open meetings to help him develop his mission statement—a 10-year plan for the university. He will address the issue of research support on Thursday in 422 Research Foundation building at 9 a.m. At 10 a.m., he will address the issues of teaching, curriculum and closed courses in 014 University Hall. On Friday, he will discuss information systems and computing in 031 Hitchcock at 3:30 p.m.
We've studied enough:

Committees’ recommendations to be acted upon soon, some by end of quarter

By Gemma McLuckie

The University will act before the end of the quarter on some of the recommendations contained in three reports on women and minorities.

"We intend to begin implementation this quarter — not this year, but this quarter," President Gee told participants in an open forum on campus life Oct. 12 in the Hale Black Cultural Center.

The instrument for change is the new Committee on Diversity, Gee announced.

"We don't need to be informed on what the problem is. We know what the problem is," said David Williams II, chair of the Committee on Diversity. He is vice provost for minority affairs.

Three recent studies by University committees indicate unequal treatment, prejudice and discrimination still occur on campus. The committees' reports recommend a number of ways to change the atmosphere, and ensure equality in salaries and application of policies.

"Our job will be to plan the way to solve problems, which will be difficult but we will strive to get it done," Williams said.

Gee is making appointments to the committee. As soon as members are named, they will begin formulating how to bring about change.

They will use data and recommendations from the University's action plans for Asians, African Americans and Hispanics; the University Senate Committee on Women and Minorities annual reports; and the three new studies by the Commission on Women, the Athletic Salary Review Committee and the Faculty Salary Equity Review Committee.

Gee told forum participants that he has talked with the members of all three of the study groups. He would not commit to wholehearted support of every recommendation in the three documents, but said he would consider each one.

The committee reports are being circulated to deans, chairpersons and directors. The administrators will share them with faculty, and send comments to the president. The Executive Committee then will consider the comments.

Copies also will be on reserve at several libraries: Main, Journalism, Undergraduate, Education and Psychology, Biomedical, and Agriculture. They will be available at the regional campuses and the Agricultural Technical Institute.

There is an underlying suggestion that (reports and recommendations) fall off the end of the cliff and into a black hole. I want to change that.

President Gee

At the diversity forum, Felicisima Saraica of the Department of Psychology reminded the president that in the last 15 years Ohio State has had a number of reports and plans to enhance equity and equality. But, she said, she saw few if any changes.

"There is an underlying suggestion (to reports and action plans) that they fall off the end of the cliff and into a black hole (after committees or commissions submit their reports)," Gee said. "I want to change that."
Diversity committee seeks opportunities

By Gemma McLuckie

The President’s Committee on Diversity will continue to refine its role and to monitor the administration's efforts to create opportunities for women and minorities.

Those are the goals of the diversity committee’s new chairpersons, Martha Cooper and Debby Gill. President Gee last week appointed Cooper, associate professor of marketing and logistics, and Gill, director of reprographics, to lead the 18-member panel to advise him. They succeed David Williams II, vice president for student affairs.

"The work of the Committee on Diversity is vitally important in our effort to further promote a climate of opportunity, diversity and respect. I am confident that the leadership of our new co-chairs will be of great value as we move forth," Gee said.

"The Committee on Diversity will keep track of where the administration is in accomplishing its goals," Gill said. Last year, Gee pledged to create a "University free of the barriers of discrimination in education and employment."

Winter and spring quarters 1993, the diversity committee reviewed reports from the Commission on Women, the Faculty Salary Equity Review Committee and the Athletic Salary Equity Review Committee. In the spring, it presented Gee with proposals for actions the administration might take.

The committee also spent much of winter and spring quarters involved in the search for a new senior vice president for academic affairs and provost. They interviewed the seven finalists and provided the provost search committee with their recommendations.

This year, the committee will begin monitoring initiatives in earnest by asking University and college administrators to demonstrate the success of programs and policies.

The president, deans and and vice presidents last year began efforts to clarify procedures concerning salaries, evaluations and promotions; strengthen affirmative action efforts; establish accountability; improve the quality of work life; and improve the collection of data and information about women and minorities.

Committee members also will set up a system to review the affirmative action plans that each department and academic support unit is required to prepare.

Members of the diversity committee sit on two University committees that are proposing ways to restructure colleges and academic support units. "The diversity committee will serve as a clearinghouse," Gill said.

Some members will organize a national conference to explore the administrative issues that arise from efforts to achieve diversity. The conference will be held in Columbus, probably next fall.

There are some things the committee cannot do at this point, the co-chairs said.

"Our role is to check accountability, rather than advocacy," Cooper said. For example, if the women’s commission and the two salary equity review committees want the University to implement every one of their almost 100 recommendations, it is up to the groups themselves to talk with administrators. She said. When a recommendation is put into effect, the committee will track how well the administration fulfills its promises.

The co-chairs would like to create an atmosphere of cooperation with special interest groups and the University working together, not against one another.

"I’m really excited at the possibilities," Gill said. "Although we’re in a confusing and complicated time, this could be a big year as the committee gets organized and begins work for change and improvement."
November 10, 1992

Dear Colleague:

In my recent address to the University Senate, I announced that I would appoint a Committee on Diversity, chaired by Vice Provost for Minority Affairs David Williams II. This committee has been created in response to the findings of studies conducted by the Commission on Women, the University Senate Committee on Women and Minorities, the Faculty Salary Equity Review Committee, the Athletic Salary Review Committee, as well as previous action plans for Asians, African-Americans, and Hispanics.

The committee will be very responsive to the issues brought forth by these studies and plans. However, I expect much more. It is simply unacceptable that individuals on our campuses suffer the consequences of racism, sexism, and other discriminatory and harassing attitudes and behaviors. I want the university community — faculty, students, and staff — to know that we will be very proactive in our efforts.

We have both a challenge and an opportunity at Ohio State to further reinforce our commitment to civility, social justice, and an appreciation for individual differences. This is what we intend to do, and I am asking for your support and cooperation as we move forth.

The committee's charge is:

- to advise me on institutional climate, direction, policies, and priorities for ensuring justice, fairness and the full participation of ALL MEMBERS OF THE UNIVERSITY COMMUNITY with a special emphasis for women, minorities, veterans, persons with disabilities, and persons of diverse sexual orientations;

- to monitor the effectiveness of the university's equity programs; and
• to coordinate with individuals and constituencies responsible for equity programs to eliminate duplication of effort and resources.

To perform these and other such duties as required, I have asked the individuals listed in the attachment to serve as members of the Committee on Diversity. The committee will begin meeting this quarter to start implementing plans and better approaches to issues of climate for our community.

I ask you to affirm these efforts by offering your support, and by accepting the challenge to help foster an environment that is inclusive to all and encouraging to each.

Thank you.

Sincerely,

[Signature]

E. Gordon Gee

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<tr>
<th>Name</th>
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<tr>
<td>Rudolph Alexander, Jr., College of Social Work</td>
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<td>Mario Beatty, graduate student</td>
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<td>James F. Bonilla, Center for Teaching Excellence</td>
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<td>Martha C. Cooper, Department of Marketing</td>
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<tr>
<td>Debra Correa-Gonzalez, graduate student</td>
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<td>Suzanne K. Damarin, Department of Educational Policy and Leadership</td>
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<td>Robert M. Duncan, Office of Legal Affairs</td>
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<td>Ann J. Gales, Agricultural Administration</td>
<td>2 yrs.</td>
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<td>Deborah A. Gill, Reprographics</td>
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<td>Richard A. Hollingsworth, Office of Student Life</td>
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<td>William G. Hospodar, Veteran Affairs</td>
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<td>Helen M. Ninos, Human Resources Legal Services</td>
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<td>Paulette D. Pierce, Department of Black Studies</td>
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<td>Edward J. Ray, Office of Academic Affairs</td>
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<td>Randall B. Ripley, College of Social and Behavioral Sciences</td>
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<td>Leila J. Rupp, Department of History</td>
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<td>Felicisima C. Serafica, Department of Psychology</td>
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<td>Michael Wan, undergraduate student</td>
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University proceeds with diversity issues

By Gemma McLuckie

Two personnel changes are among a number of initiatives related to improving the environment for minority groups and women at Ohio State, President Gee reported in an Oct. 16 memo to African-American activists.

The restructured position of associate vice president for employee relations and affirmative action in the Office of Human Resources "will have a critical role in all aspects of diversity issues for the University."

And the director of retention services in the Office of Minority Affairs will be responsible for tutoring services, counseling, and the Access and Mentoring programs.

The restructured positions are part of changes made to "improve our effectiveness (and) enrich the quality of life for our faculty, staff and students," Gee said in a memorandum to ACTION (Afrikans Committed to Improving Our Nation).

A campuswide comprehensive strategy is being developed, which "should also reinforce our commitments to fairness, determination and results."

Included are efforts to obtain external funding for the Affirmative Action Grants Program. The grants have been eliminated because of budget constraints.

"To minimize the loss of research grants, the affirmative action staff will continue to identify important research areas and initiate departmental analysis and inquiry as needed," Gee noted.

These and other initiatives address demands ACTION presented to Gee last spring and summer. The group focused on problems faced by African-American students, staff and faculty.

At an open meeting Oct. 12 in the Hale Black Cultural Center, a member of ACTION sharply criticized the University for not acting more quickly on the organization's demands.

"I am sick and tired of visions that never get implemented," said Ayai Fubara of Columbus, a senior majoring in English and political science.

The sheer complexity of the issues and "the mechanism available, or unavailable, to solve them" slows their resolution, Gee responded in his memo. The picture is further clouded by the University's funding cuts.

Administrators will try to "accomplish our goals within the academic framework," he said. Also, Ohio State will marshal financial resources "toward those objectives most reflective of (the University's) academic and human goals."

For example, the University will encourage joint appointments between the Department of Black Studies and other academic departments. But central administration, Gee said, cannot bypass academic procedures in order to mandate ACTION's demands for a Black studies doctoral program and increased budget and faculty positions.

Proposals for degrees, numbers of faculty and financing must go through University governance, Gee said.

Normally, academic proposals work their way from faculty in a department to a entire college, and on to the Office of Academic Affairs and then to the University Senate and Board of Trustees.

Other initiatives include:
- Providing "a degree of support" at least temporarily to the National Council of Black Studies, headquartered on the Columbus campus, even though there is no record that the University ever committed to funding the council.
- Clarification of the roles and responsibilities of students, faculty and staff in affirmative action.
- An audio-visual presentation, funded by a grant, aimed at recruiting women and minorities for the University police force.
- Developing diversity training programs for supervisors and managers, and including diversity issues in all staff training sessions.
- Pilot testing a diversity training program for search committees and affirmative action advocates.
- Establishing a 37-member Recruitment Advisory Committee to collaborate with the Office of Minority Affairs in implementing a plan developed last year to recruit minority students.
Diversity committee regroups

By Maureen Flood
Lantern staff writer

After a summer hiatus and the appointment of two new co-chairs, the President's Advisory Committee on Diversity has resumed its charge to create a more diverse campus.

The committee's work was put on hold during the summer as OSU President E. Gordon Gee searched for a new chair to replace David O. Williams II, who gave up the position when he became vice president for Student Affairs.

Gee appointed Deborah A. Gill, director of repro graphics, and Martha Cooper, associate professor of marketing, as co-chairs of the committee last month.

The 21-member committee, which has representatives from the faculty, administration, staff and student body, held its first meeting of the school year last Monday. The committee determined the issues it would study this year. These issues include:

- Recruitment and retention of all students, with a special emphasis on minorities.
- Retention, recruitment and development of faculty and staff.
- Climate and safety for students on campus.
- The role of fiscal affairs on issues of diversity.
- The overall effect of restructuring on issues of diversity.

The many tasks of the committee last year included making recommendations to Gee on reports from the Commission on Women, the Faculty Salary Equity Committee and the Athletic Equity Committee. These committees studied the climate for women on campus, salary equity for women and minority faculty members, and equality for women in the Athletic Department.

"The university has made some progress on the recommendations of the Commission on Women," said Debra Ballam, associate professor of finance and a member of the Women's Grassroots Network. "We have a new sexual harassment policy and a family leave policy, and there's been some progress on flex time."

The committee acted as an oversight committee as well, and made sure the university's goals in relation to the reports were implemented by various offices. Some of these goals included a new sexual harassment code and a family leave policy, as well as a study of flex time, a plan that would allow employees with children to work more flexible schedules.

The committee was also involved in interviewing candidates for the provost position last Spring Quarter. Williams said the committee was asked to interview candidates in hopes of representing the diverse interest groups at Ohio State.

Gee said the committee was not created to study issues of diversity, but to make recommendations on reports submitted by other commissions.

Another task was to make sure the university was taking action and fulfilling the promises it made in relation to the reports.

"The committee is strictly an advisory committee and doesn't have the power to implement," Gee said.

"They have the power to make sure that these issues are brought to the floor. It's my responsibility as the chief officer of this university to implement," Gee said.

"Ohio State's diversity problems have developed over years," Williams said. "I hope no one thinks this committee is going to solve these problems in six months. People need to realize that when you create a committee out of nothing during the middle of the year, it will take time for it to establish credibility and make some positive changes."

"We have been given a task, and the committee has a responsibility to follow through with it," Gill said.

"We must be certain that Gee's responses to the equity reports are followed through."
The President's Advisory Committee on Diversity is holding two open meetings on Change and Diversity.

In collaboration with:
- Senate Ad Hoc Committee on Restructuring
- University Staff Advisory Committee
- Senate Fiscal Committee
- Senate Steering Committee

To gather information, the committee will hold two open meetings on change and diversity at Ohio State. The committee views these meetings as opportunities for the campus community to express views and concerns about the impact of budget reductions, restructuring, climate and other changes on the effort to enhance diversity on campus.

The meetings will be open to the entire campus community.
The first meeting will be held on Wednesday, June 1 from 11:30 a.m. to 1:00 p.m. in the Law Building, Room 348.

The second meeting will be held on Thursday, June 2 from 4:30 p.m. to 6:00 p.m. in the Law Building, Room 348.
Committee: Diversity is ongoing process

By Gemma McCullie

When the 18 members of the Committee on Diversity met in September 1993, they faced a daunting task — tracking what had been done to implement almost 290 recommendations from 11 equity reports.

The committee soon decided to start with a slightly less formidable but still enormous job. They examined what has happened since 1992 to the recommendations from the Commission on Women, the Faculty Salary Equity Review Committee and the Athletic Salary Equity Review Committee.

As with other committees concerned with equity and affirmative action issues, Diversity found that while much is being done, more needs to be done, said Martha Cooper, who co-chairs the Committee on Diversity with Deborah Gill. Cooper is a professor of marketing and Gill is the director of reprographics and printing services.

In a 23-page report to President Gee, the advisory group noted, “This update does not purport to address each recommendation or even each report, but is a beginning for an ongoing process.”

“Under the president’s leadership, substantial progress has been made.”

From page 1

From page 1

dicate (tracking of affirmative action and equity efforts) so we don’t have to go everywhere to find out what is happening,” Cooper said.

With that in mind, the committee asked Gee to consider appointing full-time employees to monitor “all detailed activities aimed at the goal of increasing diversity” and to give a high-ranking official responsibility for coordinating those activities in both academic and academic support units.

Appointing a top administrator would give weight to the administration’s declared dedication to diversity, Gill said. Unfortunately, “some individuals won’t follow the University’s commitment unless they are compelled,” she added.

The diversity committee did not suggest which official or department might coordinate the monitoring. That decision should be made by the president, provost and vice president, Gill said.

In conjunction with monitoring comes assessment — seeing how well offices, units and individuals promote diversity. The committee urged routine evaluations and implementation of a “mechanism for accountability.”

One mechanism for assessing efforts and rewarding success could be budget increases for units, Cooper said. Also annual evaluations for faculty, administrative and professional staff and classified civil service staff should include questions about their work towards diversity. That way, she said, commitment to diversity could be one criteria for merit raises.

The committee also suggested that units be required to integrate a “diversity impact statement” into any decision on policy, changes to a unit’s structure or other major proposal.

“A diversity impact statement should be ongoing, something that routinely goes on a checklist as departments are making decisions,” Gill said.

This kind of policy would help keep up the momentum begun with the three equity reports and the creation of affirmative action plans. As Cooper noted, diversity is a work in progress.
Signals indicate turning point

The 1995 year is pivotal, say the chairs of the Committee on Diversity.

"This year is a litmus test," said Martha Cooper, professor of marketing. Her co-chair is Deborah Gill, director of reprographics and printing services.

First, colleges have an opportunity to hire more women and members of minorities to fill vacancies left by faculty who took advantage of the Early Retirement Incentive Program.

Second, academic departments and support units should be implementing the second year of their three-year affirmative action plans.

In a report to President Gee, the Committee on Diversity made several recommendations related to recruiting and retention of underrepresented groups and to improving the climate on campus for women and members of minorities.

One suggestion was that the Office of Human Resources or Office of Academic Affairs, or both, monitor the hiring of faculty to replace those who took advantage of the Early Retirement Incentive Program.

Academic Affairs is encouraging colleges to hire qualified members of minorities and women whenever possible. However, achieving a rainbow of cultures and making a comfortable work environment require the involvement of all employees, not just managers or administrators, Cooper and Gill said.

"Individuals can help affirmative action and diversity work on a local level, while the president and the provost lead the effort," Gill said.

For instance, Provost Richard Sisson has urged faculty to personally take responsibility for building the University’s sense of community. "Promoting diversity and community is not only the right thing to do, it is an essential thing to do for our continued growth and for the success of our graduates," he said.

"Getting everyone involved takes creativity and motivation," Gill said.

One way is through diversity training. As recommended by the Committee on Diversity, a task force already is compiling guidelines that will include information about programs individual areas offer.

Motivation could come into play as departments and units implement their affirmative action plans. The plans are in their second year, and departments should be making progress in fulfilling goals, Gill said.

However, the committee recognized that some departments will not follow the University’s commitment unless they are directed to, Gill said. That prompted recommendations to assure accountability.

If the University incorporates a component relating to diversity and affirmative action into staff and faculty evaluations that are used for merit increases, then both employees and bosses would have a concrete reason to improve their performance, the committee reasoned.

Implementation also would become a priority if the University set consequences for lack of effort. Defining “specific means of accountability for administrators regarding the behavior of their faculty and staff” would make it even more clear that diversity is everyone’s responsibility, the committee noted in its report.

The committee also suggested drawing up a “diversity impact statement” for all proposals, plans and policy decisions “so that the question of diversity is necessarily involved in every such decision.”

The full report will be available on MAGNUS through the OASIS menu, under “administrative reports.” Copies also will be on closed reserve at Main Library.
Senate to consider merger of 2 diversity committees

The Senate Steering Committee has proposed abolishing the Senate Committee on Women and Minorities and replacing it with a 14-member Senate Diversity Committee.

The proposed committee would combine the Committee on Women and Minorities with the President's Committee on Diversity. The Senate Diversity Committee would eliminate the duplication of efforts that occurs when two groups examine closely related issues, and will best meet the needs of all University members.

University Senate will vote on the proposal at its meeting, which begins at 9 a.m. March 2 in 103 Kottman Hall.

Some faculty and staff have questioned the role of the Women and Minorities committee ever since Gee appointed the Committee on Diversity in 1992.

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The proposed Senate Committee on Diversity would have 14 members:

- 6 faculty (four appointed by Faculty Council and two appointed by President).
- 3 staff (two selected by the University Staff Advisory Council and one appointed by the president).
- 3 students (one each from the Council of Graduate Students, the Interprofessional Council and the Undergraduate Student Government).
- 2 administration, non-voting members (designated by the provost and the vice president for human resources).

More information

- Studying issues affecting diversity from an overall University perspective.
- Gathering information on external requirements affecting diversity at the University.
- Fostering a climate of acceptance and respect for each member of the University community.
- Advising top administrators — the president, senior vice president for academic affairs and provost, vice president for human resources and vice president for student affairs — about the institutional climate, policies and priorities for ensuring justice, fairness and equitable treatment.
- Educating and informing the University community on issues of diversity, including the letter and spirit of all state and federal rules regarding members of protected classes.
- Overseeing administration of University affirmative action grants and awards.
- Reporting annually to the University Senate.

Contact fraser.18@osu.edu by March 2 for more information or to submit concerns and express ideas.
on receipt

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MEETING TO FOCUS ON DIVERSITY IN SCHOOLS AND BUSINESSES

COLUMBUS -- "Diversity" has become a popular word to describe the positive effects of differences in ethnicity, race and gender. But, what does it mean exactly? And how do those differences make a difference, particularly in schools and the workplace?

The Ohio State University will host "American Identity: Making Difference Work" from 8:30 a.m. to 5 p.m. Friday, May 3, at the Ohio Union, 1739 N. High St. This free public forum for Ohio educators, business professionals and other interested persons will include discussions of the practical and beneficial ways to navigate difference and put it to work for everyone's benefit.

The all-day meeting will open with a keynote address from John Bodnar, professor of history at Indiana University and expert on ethnicity, who will speak on "A History of Getting Along in America."

Two morning focus sessions will deal with "Teaching Diversity: Making a Difference in the Classroom" and "Investing in Difference: Valuing Diversity in the Workplace and the World."

- more -
Both sessions will involve the audience in discussions of the opportunities and challenges faced by Ohio's educators and business people.

A highlight of the program will be the early afternoon session in which four selected members of the audience will present their own experiences with diversity in Ohio's schools and businesses. The presenters will share the innovative methods which led to success for their programs.

The symposium will conclude with a two-hour open session to encourage general discussion and permit networking among the attendees.

A wide audience is expected, representing public and private schools and universities, small businesses, government agencies, the health care industry, the media and the non-profit sector.

The event is sponsored by Ohio State's College of Humanities and Office of Academic Affairs, and the Ohio Humanities Council.

For registration information, call Melinda Nelson, assistant dean of the College of Humanities, at (614) 688-4550.

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Contact: Melinda Nelson, assistant dean, College of Humanities, (614) 688-4550.
THE OHIO STATE UNIVERSITY MAKES COMMITMENT TO DIVERSITY

COLUMBUS -- The Ohio State University has made progress in increasing the number of minority students and faculty members, and plans to take more action in the future, Provost Richard Sisson reported to the university’s Board of Trustees at its meeting Friday (12/6).

“At The Ohio State University, we strive for national and international distinction in all we do, and we need, want and value a diverse population of scholars, students and staff to help us achieve it,” Sisson said.

The university’s goals are to:

-- Continuously work to produce faculty and student communities characterized by diversity.

-- Create an environment where every person is valued, respected and supported in their work.

Minority enrollment is at an all-time high, with 7,074 minority students on Ohio State’s main and regional campuses. They represent 13 percent of the total student population, up from 7 percent a decade ago.
There are 3,572 African Americans enrolled this quarter, along with 2,407 Asian or Pacific Islander undergraduates, 910 Hispanics and 185 American Indians.

A record number of women -- 1,250, or 46 percent of the total -- are in the professional programs in the colleges of Dentistry, Law, Medicine, Optometry, Pharmacy and Veterinary Medicine.

In the 12-member Committee on Institutional Cooperation, which includes the Big Ten and the University of Chicago, Ohio State ranked second only to the University of Michigan in the total number of minority faculty in 1993, the latest year for which data are available.

Even though the total number of faculty at the university has dropped 8.8 percent since 1993 because of cutbacks and early retirements, the number of full-time female faculty rose and now represents 26.8 percent of the total.

Twelve percent of faculty identify themselves as members of minorities, up from 8.7 percent in 1987.

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Contact: Richard Sisson, senior vice president and provost, (614) 292-5881
OHIO STATE PART OF NATIONAL DIALOGUE ON RACE AND DIVERSITY

COLUMBUS -- Can colleges and universities create healthier relationships between the races? Can those relationships provide leadership for other segments of American society?

Many in higher education leadership believe the answer is yes. Both the Association of American Colleges and Universities (AAC&U) and the American Council on Education have launched major national initiatives directed at fostering dialogue and understanding on issues of race and diversity.

The Ohio State University is participating in both of these national initiatives, as well as creating some programs and activities of its own. President William E. Kirwan, who chairs the board of directors of AAC&U, has stated many times that enhancing diversity at Ohio State is one of the four top priorities of his administration.

"I am personally committed to diversity," Kirwan said. "I share with many people across this campus a view that combines a philosophical belief about the importance and value of diversity, about correcting mistakes and oversights that have been made in the past, with an understanding that the demographics of our nation are changing. If we in higher education don't become more inclusive, we threaten the economic vitality and social well-being of our nation."

Kirwan recently appointed Ed Ray, interim senior vice president and provost, to lead a comprehensive study of what Ohio State is doing with regard to diversity. An outside consultant also will be brought in to provide another viewpoint. (See separate story in this packet.)
The National Initiatives

Association of American Colleges and Universities
Racial Legacies and Learning: An American Dialogue

Ohio State is one of more than 50 universities invited to participate in Racial Legacies and Learning, which fosters communication between campuses and communities on issues of race. It is sponsored by the Ford Foundation and designed to support President Clinton's Initiative on Race. It began last April and today (10/6) issues results of a nationwide poll gauging public attitudes toward diversity in higher education.

The project is organized around the question, "How can higher education, with its local communities, prepare graduates to address the legacies of racism and the opportunities for racial reconciliation in the United States?"

Racial Legacies and Learning gives higher education an opportunity to create partnerships with local communities. Rather than letting definitions be established by headlines and unchallenged assumptions, the participating AAC&U institutions believe that, through these partnerships, campuses can create healthier intergroup relations and mirror possibilities for the future of our increasingly diverse and multiracial society.

Among the events planned at Ohio State this year are three town meetings, several study trips and a film series. On Oct. 15, in conjunction with Homecoming, there will be a diversity fair for students and a Dialogue on Race featuring President Kirwan and Frank W. Hale Jr., vice provost for minority affairs emeritus. (See enclosed calendar for more details and a list of some other activities.)

Additional information about the Racial Legacies and Learning initiative can be found at the AAC&U Web site:

http://www.aacu-edu.org/Initiatives/legacies.html

- more -
American Council on Education
A National Public Higher Education Initiative
to Strengthen Support for Diversity in Higher Education

The ACE believes the current public debate over the role of affirmative action in promoting access and diversity in higher education has become confused and misdirected. In response, the organization has promoted several efforts to define and clarify the value of student diversity and affirmative action in college admissions.

ACE believes that affirmative action and diversity initiatives are positive strategies for expanding higher education opportunities for traditionally underrepresented students and for improving the education experience of all students. However, recent court rulings and ballot measures have put the future of these initiatives in question.

ACE seeks to fulfill six goals through research and dialogue:

1. To coordinate efforts of the many organizations working in this area
2. To analyze new data and conduct other research that will aid in understanding public perceptions of campus diversity
3. To identify sources of negative public perception of affirmative action and develop strategies to overcome them
4. To assist college and university leaders already engaged in these efforts and to help plan a coordinated response by the larger higher education community
5. To help university leaders find effective means of increasing public support for affirmative action and diversity initiatives
6. To explore the formation of a coalition of leaders from higher education, business and foundations to spearhead a national effort to improve educational opportunities.

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Contacts: David Williams II, vice president for student and urban/community affairs, (614) 292-9334
Ed Ray, interim senior vice president and provost, (614) 292-5881
Film discusses racism, diversity

By Erin Beekman
Lantern arts writer

Diversity and racism will be discussed in the powerful documentary, "The Color of Fear," showing at the Hale Black Cultural Center on Friday.

"The film, sponsored by Study Circles on Racism at Ohio State, is about nine ethnically diverse men who get together for a weekend retreat," said Cynthia Newberry, a graduate assistant in Off Campus Student Services.

The producer, Lee Mun Wah, filmed the nine men, including two African-Americans, two Latinos, three Asian-Americans and two Caucasians. He captures their discussions on diversity and racism.

"By watching people accepting diversity in this film, students may learn to accept more readily, people for who they are," said Jenna Walker, a member of Study Circles on Racism.

Newberry, also a member of the group, said that they have done these documentaries before as part of the Beyond the Color of Fear Workshops.

"We have about 30 people who attend, and the group is usually pretty diverse," she said.

"The Color of Fear" will be shown from 1 p.m. to 5 p.m. and is free.

Study Circles on Racism also holds all-day events which include four small group sessions.

These sessions discuss the benefits and difficulties of talking about racism, strategies for confronting racism, the issue of institutional racism and action steps that members of the group are willing to do to fight racism, Newberry said.
Speech, fair to start OSU Diversity Week

By Jennifer Chorpening
Lantern staff writer

Ohio State's first Celebration of Diversity Week will kick off Wednesday.

Laurence Latimer, USG cabinet member and chair of the celebration, said he and USG President John Carney want the celebration to be a chance for students to interact with others that they may not have the opportunity to on a daily basis.

To start off the week, Perks Cafe in the Ohio Union is offering a daily special with different international foods through Friday.

A keynote address by Michael Brown, son of the late Ronald H. Brown, President William Clinton's secretary of commerce, will be held Wednesday in the main auditorium of Drisko Hall.

Latimer said Brown will focus on educational opportunities available to students and student responsibilities towards excellence.

Also on Wednesday, a study abroad fair is being offered in conjunction with International Week '97.

"Most of the programs for the summer will already be closed but it will be good for them (students) to begin thinking about next year," said Carlo Colecchia, a coordinator in the Office of International Education.

International education advisers will be on hand at the fair, as well as students who have studied abroad and samples of Indonesian, French and Chinese food at low prices, Colecchia said.

The fair will be held on the front lawn of Oxley Hall.

Thursday, there will be a student organizations fair on the Oval and a diversity speech by John Gray.

Latimer said Gray, who will speak at the Hillel at 7 p.m., will talk about how personal biases hinder peoples' advancement and development.

Friday, the last day of the celebration, will feature events including an Asian-American dance at Raney Commons and a basketball tournament at Larkins Hall.

Also on Friday, winners in the essay contest entitled 'Achieving Equality Through Diversity,' will receive awards and present their ideas for increasing equality. This event is sponsored by the Council of Graduate Students.

Last fall, a planning committee made up of international student groups and USG members was created to set the week's events.

The celebration is sponsored in part by USG, and is costing nearly $5,000 with USG donating $1,500, Latimer said.
Diversity is strength, Brown says

By Jason Ogden
Lantern staff writer

Michael Brown picked up where his father left off, stressing the importance of diversity and unifying the community. "Our diversity as Americans should be our strength, but it's not, it's our weakness. We use it against each other," said Brown, who gave the keynote address for the celebration of diversity Wednesday night at the Drinko Hall main auditorium.

Brown — whose late father, Ron, served as secretary of commerce for President Clinton — said both the Jewish community and the Black community argue who has had it worse. He said what they need to do is come together and help each other advance.

Americans spend too much time pointing the blame at others, whether the media is showing young blacks in a bad light or whether people are stereotyping white police officers, he said.

"It's not a color thing anymore," Brown said. "We're all Americans and unless we step into the next century together, some people are going to get left behind."

In order to bring people together, we need to participate more in politics by voting and discussing what is going on in the community, he said.

By getting involved in politics, more diverse groups will be brought to the table realizing they have a stake in this society, Brown said.

Brown is a lawyer and is also the president and CEO of the Ronald H. Brown Foundation, started in memory of his father. He is also trying to establish a sense of diversity in the Ronald Brown Center of Politics and Commercial Diplomacy, which will open for sessions in Washington D.C. in the fall of 1998.

The center will take two to three students from select universities to attend classes and get hands-on-experience in campaigning, polling, and fund raising.

Students will also learn customs of other countries and come to realize that there are other ways to do business than just the American way, Brown said. "There is no other school like this in the nation."

He said the center is the first to offer undergraduates the practical training in politics and business that usually comes after graduation.
Activities to Promote Racial Dialogue and Diversity
Highlights for Autumn Quarter 1998

Oct. 6
News conference to announce participation in national initiatives sponsored by the Association of American College and Universities and the American Council on Education.

Sound Off on Race, University Day of Dialogue. Forums will be held in the Ohio Union and in student organizations and university departments throughout the day. Anyone can stop by the Stecker Lounge at the Ohio Union and share personal experiences with racism on a symbolic "bridge" to better understanding. Ohio Union staff will wear "No Room for Racism" shirts. Janice Hoffman, Ethnic Student Services, 688-4988.

Oct. 7
Broken Pledges video conference, addresses concerns of about the role of fraternities and sororities nationwide. 1 to 3 p.m. at the Wexner Center. Greek Affairs, 292-8763.

Oct. 15
Diversity Fair. This is a Homecoming Week event to provide students with the opportunity to have social interactions with student groups and university offices that deal with ethnically diverse populations. On the South Oval.
Deneene Merchant, Office of Minority Affairs, 292-8889.

Dialogue on Race. President Kirwan and Frank W. Hale Jr., vice provost for minority affairs emeritus, will engage the university and Columbus community in a dialogue about race, race relations and the importance of creating pluralistic and inclusive environments. At the Hale Black Cultural Center, 5 p.m.
Office of Student Activities, 292-8763.

Oct. 23
Hispanic Fiesta with motivational speaker Dr. Adopho Bermeo.
Hispanic Student Services, 292-2197

Nov. 2
Joyce Dugan, principal chief of the Eastern Band of the Cherokee Nation, will speak at 3 p.m. in the Ohio Union.
American Indian Student Services, 292-7521.
Nov. 4
Dwight Birdwell, author of "One Hundred Miles of Bad Road," will talk about issues involving American Indian veterans. Time and location TBA. American Indian Student Services, 292-7521.

Future Events
(In planning stages)

Quarterly town meetings on race and diversity.

Minority Leadership Development, a program to develop minority student leaders and prepare them for future opportunities both on campus and in their global communities.

Film series at the Wexner Center, featuring films by and about persons of various cultures.

Study Circles on Race Relations program to be expanded to include residence hall students.

A community project in conjunction with Martin Luther King Day.

United Black World Month in February will pay special attention to academic endeavors and research into the contributions of Black people. African-American Student Services, 292-6584.

Study abroad trip to South Africa.

Hispanic Awareness celebration in April will focus on academic endeavors and research into the contributions of Hispanic people. Hispanic Student Services, 292-2917.

The Office of Academic Affairs will sponsor a conference in April on race and the research surrounding it.

Asian Awareness Month in May will focus on academic endeavors and research into the contributions of Asian people. Asian-American Student Services, 292-0625.

And many others....
STUDENTS, FACULTY AND STAFF INVITED TO DISCUSS OHIO STATE'S PROPOSED DIVERSITY ACTION PLAN

COLUMBUS -- Students, faculty and staff at The Ohio State University will have a chance to voice their opinions on the university's draft Diversity Action Plan during a public forum on Jan. 12.

The public forum will take place in the Ohio Union Conference Theatre on Jan. 12 from 4-6 p.m. and will provide participants with the opportunity to discuss the plan in its entirety. For those interested in exploring the goals outlined in the plan in more detail, there will be a series of focus groups. The focus groups, which will take place in the Ohio Union Memorial Room, and their dates are:

JAN. 18 -- Creating Welcoming Environments of Support, from 4-6 p.m.

JAN. 20 -- Recruiting and Retaining Women and Minorities into Faculty, Staff and Administrative Positions, 4-6 p.m.

JAN. 24 -- Recruiting and Retaining Minority Students, 4-6 p.m.

JAN. 26 -- Developing Diversity Models of Excellence, 4-6 p.m.

FEB. 1 -- Creating Databases to Describe, Monitor and Improve Campus Diversity, 4-6 p.m.

FEB. 3 -- Determining and Maintaining a System of Accountability, 4-6 p.m.

There will be a limit of 30 seats at each focus group in order to promote effective discussion among the participants, said Tina Love, director of special projects for the Office of Student Affairs.

- more -
"We want to give the people who will be affected the most by the Diversity Action Plan -- students, faculty and staff -- the opportunity to talk with university officials about changes and suggestions outlined in the plan. We want to hear their honest opinions while the plan is still in draft form," said David Williams II, vice president for student and urban/community affairs. "If changes need to be made, this is the time to make them."

The Diversity Action Plan includes several initiatives that are central to the university’s mission and to the academic goals Ohio State has set, including gaining a space among the nation’s top public universities, Williams said.

"Some progress has been made, but our campus community is not as diverse as the state of Ohio or the nation," Williams said. "We should and must do better by continuing to work toward creating an environment, both in and outside of the classroom, that is welcoming and supportive of all people regardless of race, color, gender, disability or sexual orientation."

The meetings are part of "A Place for Community Dialogue at the Ohio Union," an ongoing program that encourages communication and dialogue among students, staff, faculty, administrators and the public, said Becky Parker, director of the Ohio Union.

The Diversity Action Plan is available on the Web at http://www.osu.edu/diversityplan/

CONTACT: David Williams or Tina Love, (614) 292-9334, or Becky Parker, (614) 292-2135
OSU reviews diversity plan

By Monique Johnson
Lantern staff writer

In light of the recent buzz of affirmative action policies being challenged around the country, Ohio State has been on pins and needles to create a system for diversity promotion that works.

Since the November 1999 release of the diversity plan draft, the university has taken strides to improve the current methods and practices of recruiting and retaining minority students, faculty and staff.

During the past six months, the Diversity Plan Committee, co-chaired by David Williams, vice president of Student Affairs and Carrie Anderson, dean of the College of Nursing, has been gathering information from departments here on campus, as well as from other universities around the country.

"The diversity committee has been working on finalizing a plan," Anderson said. "We have two more meetings before the end of the quarter to hopefully finish the new draft and submit it to the Provost."

The committee has also spent time researching how to accomplish the goals articulated in its last draft of the plan.

The November draft was fairly general, listing broad goals but not elaborating on how those goals could be reached, an issue the committee expects to address with the final draft.

Goals include incorporating more women and minority faculty, staff, administration and students, as well as providing incentives to academic support units and creating a comprehensive database to monitor progress.

The overall mission of the final plan is to create a supportive environment for individuals of all races, nationalities, religions, genders, sexual orientations and those with disabilities.

According to David Ferguson, university spokesman, the final plan will be the best the university can do for the time being.

"By the time it is finalized, it will be a great plan," Ferguson said. "I think it will be responsive to the issues that we have heard."

Although the plans for the future initiatives won't be discussed in detail for another two to three weeks, committee members are confident it will meet the needs of the university.

Anderson did mention that one of the main things the committee is recommending is the establishment of a university-wide diversity council to oversee the implementation of the plan. It would be comprised of faculty, staff and students, and would be required to issue an annual report to the university community.

The cost of the diversity plan is another issue that still needs to be addressed.

"If all the initiatives are implemented as expected, it could be a very expensive plan," Ferguson said.

"I have confidence that we will have a quality diversity plan that will be funded on some level, and a strong commitment to implement it by Dr. Kirwan and Edward Ray," said Timothy Knowles, vice provost for Minor}-
MEDIA ADVISORY
MAY 25, 2000

FOR IMMEDIATE RELEASE

CONTACT: Karissa L. Shivley
(614) 292-8295

OHIO STATE’S DIVERSITY FORUM
FOCUSES ON ‘WHY RACE MATTERS’

Jeffrey Milem, associate professor of education at the University of Maryland, will discuss “Why Race Matters: The Educational Benefits of Diversity in Higher Education” during the fifth annual Diversity Forum and Graduate Student Symposium, Friday (5/26) at noon, 100 Ramseyer Hall, 29 W. Woodruff Ave.

Milem is the author of several scholarly articles and books including Enacting Diverse Learning Environments: Improving the Campus Climate for Racial/Ethnic Diversity.

Milem will be available for interviews from 9 to 11 a.m. in 100 Ramseyer Hall.

WHAT: Ohio State’s fifth annual Graduate Student Symposium and Diversity Conference, co-sponsored by the College of Education and the Office of Diversity and Outreach

WHEN: Friday, May 26, from 9 a.m. to 2 p.m.

WHERE: 100 Ramseyer Hall, 29 W. Woodruff Ave.

WHY: To discuss racial dynamics in higher education and the educational outcomes of diversity

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Committee unveils Diversity Action Plan

By Acoyia Jones
Lantern staff writer

The Diversity Planning Committee has finished and released its work on the Diversity Action Plan for Ohio State. The plan outlines objectives and gives suggestions to increase the number of women and racial/ethnic minorities and to improve the campus environment for all, including people with different sexual orientations.

On Monday, June 12, the finished plan was sent to OSU President William “Brit” Kirwan and Provost Ed Ray, who have asked deans and vice provosts of each college to review the plan and prepare their own strategies for advancing diversity in their specific colleges by Friday, September 22.

Elizabeth Conlisk, university spokesperson, said that this step is important because it holds the leaders accountable.

“This plan cannot be implemented by the president and provost saying ‘this is important.’ Everyone has to buy into it at all levels,” said Conlisk.

Kirwan said that he feels the Diversity Action Plan is important because there is a significant factor of the population that has not benefited from higher education and there needs to be a sense of obligation for resolving the situation. Kirwan said the Diversity Action Plan is an excellent report that outlines important initiatives.

“We need to use the next few weeks to develop initial agendas and look at things that seem most important in the plan,” said Kirwan.

One objective of the plan is to recruit and retain greater numbers of women and minorities into faculty, staff, and administrative positions. Kirwan said that if the campus has a more diverse faculty, it will attract a more diverse student body.

Other objectives in the plan include:

- Creating a supportive environment that is welcoming to all students;
- Recruiting, retaining, and graduating a greater number of minority students;
- Providing incentives to academic support units for developing models of excellence for increasing diversity;
- To achieve these objectives, specific actions for consideration were identified in the plan, including:

  - Increasing scholarship money for minority students;
  - Establishing a multicultural center on campus;
  - Revising the UVC 100 course so that it includes more content on living in a diverse community;
  - Encouraging students to attend diversity workshops;
  - Eliminating employment opportunities on campus that discriminate against same-sex partners;
  - Identifying academic support strategies that can be undertaken to assist students in succeeding and graduating from the university.

The plan also recommends that a university council on diversity be established. This council will produce annual reports explaining the progress being made towards the achievement of diversity on campus.

Carole Anderson, dean of the College of Nursing, said that when people do not hear about things, they assume that everything is fine and progress is being made.

“Keeping the progress visible, out-front and in the public is important,” Anderson said.

Anderson said that there have been other diversity plans in the past, but they don’t seem to have made any impact. She insists that this plan is different from the other plans because it states specific actions that specific people in specific offices need to take to achieve this plan.

Anderson said that people should understand that this is not the end, but just the beginning. It’s a working process as the university moves forward and works on different things at different times.

“Increasing the diversity profile will take a long time. This is really the first step in a long commitment to the overall objective in increasing diversity. To make this plan work, it will take the commitment of everyone on campus,” Anderson said.
For release

July 14, 2000

Contact: Elizabeth Coulisk
(614) 292-3040

Newly Released Action Plan is University’s Roadmap
to Improved Diversity on Campus

COLUMBUS – Ohio State’s newly released Diversity Action Plan includes recommendations to establish a multicultural center on campus, conduct a sweeping evaluation of all minority recruitment programs, develop summer programs for at-risk freshmen and establish a Peer Partners program that would match minority students with other students enrolled in the same disciplines.

The plan, released last week, focuses on the long-term future of the university’s diversity profile. The plan has been revised since its first distribution across campus last November. In a memo also issued last week, Ohio State President William E. Kirwan and Provost Edward J. Ray asked university deans and vice presidents to outline strategies to advance diversity within their units by Sept. 22.

“I think this is an excellent report,” Kirwan said of the revised action plan. “I am very supportive of it and very appreciative of the outstanding work done by the committee in developing it. The report sets appropriate goals and identifies meaningful initiatives to realize those goals. It’s a roadmap for taking Ohio State to a better place with regard to diversity.”

The Diversity Action Committee cautions that the plan is considered the next step in a long process of increasing diversity at Ohio State. The committee also clarified the intent of its aggressive pursuit of creating a more diverse institution.

“This is really linked to a quality education,” said David Williams II, committee co-chair and vice president for student and urban/community affairs. “This is an initiative for all – it’s not
just to assist women and minority students, faculty and staff. It’s to assist in creating a learning environment that prepares students to live in a diverse world. It’s our position that if we in the University community do not work collectively to enhance diversity, we’re ultimately doing our students a disservice.

"Preparing this plan is also the right thing to do to correct historical underrepresentation of segments of the population. There are constituencies addressed in this plan who will get chances to succeed that their parents and grandparents never had.”

“This is a work in progress,” said committee Co-Chair Carole Anderson, dean of the College of Nursing and assistant vice president for health sciences. “I think it gives an outline of specific things that can be done. It is not our intent to say this is the plan for next year.”

Anderson and Williams noted that the committee does not consider the plan an exhaustive list of all strategies that could advance diversity. They said the committee emphasized throughout the report that it is not intended to be a “one-size-fits-all” plan; campus units, which all have different diversity issues to address, are encouraged to customize the plan so it makes the most sense to them.

The committee was asked to focus primarily on strategies that would be particularly effective for “increasing the number of women and racial/ethnic minorities and improving the campus climate for all, including persons with different sexual orientations,” the report states.

Faculty and staff-related recommendations include instituting “theme quarters” to provide dialogue on diversity; establishing seed grants promoting interdisciplinary study of diversity issues; creating a faculty exchange program with historically black institutions; initiating an outreach program by which deans and chairs would visit institutions with high concentrations of minorities; and revising the freshman survey course to add more content on living in diverse communities.

New to the document is a call for the appointment of a Universitywide Council on Diversity that would monitor the university’s progress in meeting its diversity goals, foster collaboration between initiatives concerning gender and race issues, carry responsibility for keeping the Diversity Action Plan updated, and issue annual reports to the university community.
"This is our best thinking about how we can achieve diversity," Anderson said. "We identified areas and assigned responsibility. If the university does all of the things outlined in the plan, the climate on this campus will change."

The objectives associated with the plan remain the same as indicated last fall during its initial release. They are:

- Creating a supportive environment that is welcoming for all individuals;
- Recruiting and retaining greater numbers of women and minorities into faculty, staff and administrative positions;
- Recruiting, retaining and graduating greater numbers of ethnic minority students;
- Providing incentives to academic and academic support units for developing models of excellence for increasing diversity;
- Collecting and organizing data to systematically and effectively assess progress and to align/realign programs intended to enhance diversity; and
- Assigning accountability to achieve the progress envisioned in the action plan.

Ray affirmed that the objectives represent the university's commitment to diversity. "Ohio State's wish to be among the best universities in the nation includes our determination to serve as an example for the advancement of diversity in higher education," he said. "The quality of education, scholarship, career preparation and the overall student experience are enriched by a diverse environment, and we owe it to all students, faculty and staff to create a diverse community in which they can realize their potential."

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By Acoya Jones
Lantern staff writer

The university has touted its new priority of a diverse campus, and this is no small wonder, because new is exactly what it is. One undeniable point stands: The numbers say Ohio State is behind in fostering faculty diversity.

"We are taking every opportunity to develop more resources that will draw candidates of different backgrounds," said Robert Borstein, the College of Medicine and Public Health's associate dean of Faculty Affairs.

In the final draft of the Diversity Action Plan released June 30, the Diversity Planning Committee identified minority faculty recruiting as an area where the university has been lacking. OSU President William "Brit" Kirwan and Provost Ed Ray have asked deans and provosts of each college to review the plan and prepare their own strategies.

The percentage of black, Hispanic and Asian faculty at OSU has changed insignificantly, rising from 11 percent in 1991 to 12.4 percent in 1999, according to statistics from the Office of Human Resources. The change in the percentage of black faculty is even less visible, rising from 3.1 percent to 3.3 percent. In contrast, 52.2 percent of OSU's maintenance and service workers in 1999 were black.

"We look for the best candidate and do our best to identify appropriate candidates and recruit them," Borstein said.

Compared to other Big Ten universities, OSU does not rank well and fails to be as competitive in recruiting the best faculty—no matter what color, Borstein said. OSU is unable to offer incoming faculty as much: salaries are below those of other universities.

"We are working with one hand behind our back," Borstein said.

Colleges at OSU want to turn out more minority doctorates and attracting more minority faculty to teach those students seems the way to do it, according to Borstein.

The College of Medicine and Public Health, for example, wants to produce more qualified minority physicians, and the way to attract more minority students is by hiring more minority faculty.

"This is not only the obvious reason, but in the practice of medicine there is a well-established health difference in various subgroups of the population," Borstein said. "Patients in diverse groups of the population are more likely to acknowledge health concerns to physicians of the same ethnic background."

Like Borstein, Gregory Williams, dean of the College of Law, believes it is important for his college "to have diverse faculty in experience and background." Only then can his students have an education that is diverse in points of view.

Each college uses different procedures to recruit minority faculty.

"We advertise positions where women and minorities are likely to see the ad," said Audeen Fentiman, associate dean for outreach and special programs in the College of Engineering.

Fentiman said a small number of women and minority students have graduated with doctorates in engineering.

"We work in encouraging minority and women undergraduate and graduate students to go into the field of engineering so we can hire them as faculty," she said.

For Caroline Brintonberger, dean of the College of Biological Sciences, "personal contacts" have proved to be the most useful in recruiting minority faculty.

"We send out a description of the available position to faculty at different universities who have personal contacts with potential candidates who are interested, capable and qualified to do the job," Brintonberger said.

The department that is looking to fill the job opening writes the position, but other people in the college look over the job description, Brintonberger said.

"This makes it as broad as possible so that candidates, especially minorities, are not excluded," she said. "We do submit ads in usual places, especially scientific journals. But to get the right person, personal contacts and word of mouth have been our best methods."

When comparing recruiting minority faculty to non-minority faculty, the biggest difference is having to compete with other universities, Brintonberger said.

It's also essential the faculty recruited have a "goodness of fit" with their new department, according to William Sherman, director of the School of Physical Activities and Educational Services. Every department has its own supportive environment, and new faculty must be able to excel in instruction, scholarship, outreach and engagement with impact.

"We want the candidate to feel like OSU
null
Ohio State enacts first phase of diversity initiative
University’s goal: to be a national model for diversity

COLUMBUS -- The Ohio State University will launch several initiatives this academic year as the university embraces its Diversity Action Plan and sets an agenda for the first phase of implementation.

“The message we want to deliver is that this great university can become even greater by aspiring to the highest standards of community,” President William E. Kirwan and Executive Vice President and Provost Edward J. Ray said in a memo to the university community. “We can be a place where all persons will be valued and respected -- and feel valued and respected. These are our expectations, and we ask you (the university community) to join us in making them reality.”

The evidence regarding the need for change is clear and compelling, Kirwan and Ray said. Principles that must guide Ohio State’s actions include:

- The diversity of the student body and the success of all students must be a key component of the plan.
- A diverse faculty and welcoming classroom climate are crucial to the success of these efforts.
- Academic programs must advance knowledge and understanding of the challenging issues associated with diversity.
- Progress towards a campus that fully welcomes difference will depend upon the ability of each individual to respect the diversity of others.
- Listening, as well as speaking, is essential when discussing issues raised in promoting diversity.
- Progress must be steady.
Key to the success of the university’s diversity efforts is the establishment of a Diversity Council, Kirwan and Ray said. The council, which will be charged to develop a timetable for implementation of the Diversity Action Plan, will guide and monitor progress and serve as a key focus of the university’s ongoing efforts to enhance the campus environment.

Carole Anderson, dean of the College of Nursing and co-chair of the committee that produced the Diversity Action Plan, will serve as the first chair of the new council. Officials will call for nominations to complete the council’s membership during autumn quarter.

In addition, leaders of academic and vice presidential units have been asked to undertake a diversity project from the Diversity Action Plan, and administrators and units will be held accountable for implementing their plans and contributing to the university’s progress toward its diversity goals.

Several other initiatives are planned this academic year in response to the Diversity Action Plan. Among them are:

- The President and Provost’s Diversity Lecture Series, which will bring 16 nationally recognized experts to campus this year.

- The provision of seed funding for the creation of an Institute for the Study of Race and Ethnicity in the Americas, an interdisciplinary program sponsored by the Colleges of Humanities, Law, and Social and Behavioral Sciences.

- The commitment of $500,000 in new funding for scholarship programs, including funds for transfer students, designed to enhance Ohio State’s diversity profile.

- Reassessing the criteria for accessing funds from the Faculty Hiring Assistance Program, with the goal of facilitating hiring of faculty at senior ranks beginning this year.

- Establishment of a multicultural center in the Ohio Union and a charge to develop the concept for operation of the center.

- A set aside of $600,000 for programs to improve retention and pre-enrollment programs for minority students that can be implemented for the 2001-02 academic year.

- A set aside of $102,000 in continuing funds and $83,000 in one-time funds for the Office of Human Resources to closely monitor the recruitment and retention of minority and women
employees, and for employment law and sexual harassment training for leaders and supervisors.

- The commitment of $73,000 in continuing funds and $23,000 in one-time funds to promote access for persons with disabilities through Student Affairs and the libraries.

- The allocation of $31,000 in continuing funds for a proactive education program promoting understanding and respect for gay, lesbian, bisexual and transgender persons.

- The allocation of $1.5 million in cash and endowment funds from the Coca-Cola pouring rights contract to support innovative academic and student initiatives related to diversity.

   “This list is not exhaustive; it is illustrative of our commitment to make significant progress in the short-term and, more importantly, over the long-term,” said Kirwan and Ray. “Even a casual review of this list reveals that there is a combination of incentives and mandates, carrots and sticks. It is critical that the university’s expectations related to diversity goals be clear and the consequences for failure to pursue goals earnestly will be widely known and effectively applied.”

###
February 15, 2001
Contact: Dr. Frank Hale, Jr.
(614) 688-4255

Ohio State hosts five lectures to coincide with UBWM
Officials sponsor series to increase diversity awareness

COLUMBUS – The Ohio State University is sponsoring five lectures in February to promote diversity awareness. As a part of the ongoing President and Provost’s Diversity Lecture Series, the events coincide with Ohio State’s United Black World Month (UBWM). Initiated during Fall Quarter 2000, the Diversity Lecture Series is a product of Ohio State’s Diversity Action Plan, which was drafted by a committee of faculty, staff and one undergraduate student representative. The committee’s purpose for the plan, implemented in June 2000, was to create and to maintain a campus community that reflects this country’s diverse population.

Frank Hale, Jr., vice provost emeritus of the Office of Minority Affairs and distinguished university representative to the president, organized the series. According to Hale, the goal of the series is to be instructive and to expose students, faculty and staff to national programs that have succeeded at improving relations on issues of diversity.

"It's important for us as a nation to capitalize on the strengths that diversity brings," Hale said. "I think we have a responsibility to help both students and faculty to acquire the knowledge, skills and values they need to become productive and participating citizens."
The schedule for February's Diversity Lecture Series is as follows:

Monday, Feb. 19, "Urban Militants: The Legacy of Malcolm X, Eldridge Cleaver, Stokley Carmichael, etc.," Hale Cultural Center, 153 W. 12th Ave. Registration begins at 8:30 a.m. with the lecture starting at 9 a.m. J. Herman Blake, director of African American Studies and professor of sociology at Iowa State University, has gained recognition for his work in increasing access, academic achievement and retention of underrepresented students in higher education.

Monday, Feb. 19, "HIV/AIDS in African Americans: The Greatest Challenge Since Slavery," 1 p.m. at the Hale Cultural Center, 153 W. 12th Ave. Emily L. Moore, professor of educational leadership and policy studies at Iowa State University, is pursuing research interests, which include health education intervention relative to HIV/AIDS in sub-Saharan Africa, China, and rural and urban cities in North America.

Wednesday, Feb. 21, "The State of White and Black America – Implications for the New Millennium," Faculty Club Lounge, 181 S. Oval Drive. Registration begins at 8:30 a.m. with the lecture starting at 9 a.m. Andrew Hacker, professor of political science at Queens College in New York City, has written for numerous scholarly journals and has written many books. His writings include studies in political philosophy and statistical research.

Monday, Feb. 26, "Real Answers to the Recruitment of Minorities in Science and Engineering," 9 a.m. in Room 4 of the Fawcett Center, 2400 Olentangy River Road. John B. Slaughter is the president and CEO of National Action Council for Minorities in Engineering (NACME), based in New York City, which is the nation's largest private source of scholarships for minorities in engineering.

Monday, Feb. 26, "Programs for Diversity that Work and Why," 1 p.m. in Room 4 of the Fawcett Center, 2400 Olentangy River Road. John White,
chancellor of the University of Arkansas in
Fayetteville, was formerly dean of engineering at
the University of Georgia, where he was a member
of the faculty for 22 years.

EDITOR'S NOTE: For more information about the
President and Provost’s Diversity Lecture Series, see Ohio

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For additional releases go to: http://www.osu.edu/osu/newsrel/
Ohio State hosts community forum on racism
Actors Annie Potts and Lorraine Toussaint from acclaimed Lifetime
Original series to spark Feb. 23 campus discussion

Columbus, OH – Can we talk?

That's the question The Ohio State University will ask its campus and the Columbus community
this month when the stars and creative team of Lifetime Television's ground-breaking and award-
winning original series "Any Day Now" participate in a two-hour discussion on diversity.

Ohio State, which in October 2000 released a Diversity Action Plan to improve the campus climate for diversity, is collaborating with Lifetime Television and campus and community leaders to
present a forum titled, "Can We Talk? Confronting Our Differences Together," from 3 to 5 p.m.
Friday, Feb. 23, in Weigel Hall Auditorium on the Columbus campus.

Ohio State President William E. Kirwan will be joined by nationally known author, journalist and
political analyst Farai Chideya to moderate the forum. Any Day Now stars Annie Potts and
Lorraine Toussaint, series creator and executive producer Nancy Miller and executive producer Gary
Randall will
join forum participants, including university faculty, students and community leaders, to discuss cultural
misconceptions. Specifically, they will examine the ways in which a lack of information,
 misinformation or misunderstandings often contribute to serious social issues of difference, such
as
racism, sexism and homophobia. The goal of the forum is to promote open dialogue on campus, in the
community and in society.

Before the forum, Potts and Toussaint will spend the day with students in their classrooms to
discuss their experiences on the weekly television drama focused on the lifelong friendship
between
two women, one black and one white. Acclaimed for its authenticity and originality, Any Day
Now is
an open and honest dialogue on race in America. Now in its third award-winning season, the series
airs on Sunday nights at 10 p.m. on Lifetime Television.

Kirwan in 1998 came to Ohio State from the University of Maryland, where he had initiated a
number of programs aimed at improving the diversity climate. He has consistently sought to
increase
Ohio State's commitment in a similar fashion, and has included diversity in the university's
recently
released strategic plan as a key component to future success.

"We are serious about enhancing our learning environment through racial and ethnic
diversity,"
Kirwan said. "Students who attend a university that supports and celebrates diversity will be better
prepared to live in the multicultural society and work in the global economy of the 21st century."

This Ohio State University Diversity Forum is sponsored by Mercedes Benz, USA; Lifetime
Television; The Ohio State University's College of the Arts, Fisher College of Business and the
College of Humanities; Paul Werth Associates; and NewsCenter on ABC-6 & FOX-28.

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For additional releases go to: http://www.osu.edu/osu/newsrel/
Ethnic groups lag others in education
Kirwan, business leaders predict future workforce crisis

NEW YORK – Today, for the first time, a coalition of top corporate executives and university presidents came together to assert strongly that the nation faces social and economic crisis unless America succeeds in promoting and implementing racial and ethnic diversity.

In a report released by the Business-Higher Education Forum (BHEF), chief executive officers of leading corporations and presidents of prominent universities noted that, while the nation’s minority population is steadily increasing, members of most racial and ethnic groups are not making sufficient educational strides. As a result, the nation is headed for a crisis of workforce skills and knowledge.

Ohio State University President William E. Kirwan co-chaired the BHEF Diversity Initiative.

The report, “Investing in People: Developing All of America’s Talent on Campus and in the Workplace,” demonstrates that “a large number of the people who will be available to work [in the future] will be minorities – who currently lag behind whites in their training and educational credentials.” It warns that, without the required investments in improving education for all Americans, tomorrow’s workers will not be ready to meet the challenges of a knowledge-intensive economy.

“Diversity is an invaluable competitive asset that America cannot afford to ignore,” said Stephen G. Butler, chairman and chief executive officer of KPMG LLP and co-chair of the BHEF Diversity Initiative. “Demographic trends compel business and -more-
Ethnic groups lag others in education 2-2-2

higher education to make a conscious investment in the development of the talent and productivity of all citizens.” The best investment for the nation’s future is to promote and expand diversity efforts and to ensure quality education for all students, the report states.

Kirwan, who was in New York for today’s news conference, said children who do not succeed in elementary and secondary education cannot go on to college. “Without a college degree, an individual will not be prepared for the majority of the jobs that will be available in the future. America’s educational system is the pipeline from which the diverse pool of capable citizens and workers for the 21st century will flow,” he said.

Butler and Kirwan also noted that as the nation prepares to celebrate the birthday of Martin Luther King Jr., later this month, it is fitting that the country reflect on Dr. King’s dream and the work that still must be done to fulfill it. “This report helps us move closer to equality for all American citizens, regardless of their race, creed, or color,” Kirwan said.

The report calls on business and institutional leaders, policy makers and the general public to become actively involved in promoting and expanding diversity efforts. It outlines several important steps that can be taken to foster diversity and provide equal opportunity and quality education to all Americans. Steps discussed in the report include recommendations to:

- Support and strengthen existing outreach programs that focus on the value of attending college, ways to prepare and assist students in applying for and attending college, and the importance of lifelong learning.
- Provide the resources to ensure that teachers are prepared to work effectively with racially and ethnically diverse students.
- Review current strategies and policies designed to foster diversity and tolerance and ensure that they are meeting their goals. Publicize the results of these reviews in the higher education and business communities.
- Advocate that colleges and universities take the whole person into account when making admissions decisions; that is, consider all relevant qualities – not just grades and test scores – in assessing each applicant.

-more-
Ethnic groups lag others in education 3-3-3

- Encourage corporate foundations to provide support for diversity initiatives and to share the programs and their results with professional peers.
- Urge national policy makers to increase the amount of the Pell Grant to its congressionally authorized annual maximum of $5,800 per student. (The 2000-01 maximum Pell Grant per student is $3,750.)

“This report sounds an alarm to educators, business leaders, policy makers and the general public and calls for us to recognize the importance of diversity to our country’s well-being,” said American Council on Education (ACE) President David Ward. “To ignore it could be detrimental to our nation’s economic and social future.”

“Diversity is another form of national security,” said National Alliance of Business (NAB) President Roberts T. Jones. “As we fight to eradicate terrorism and maintain safety on our shores, we must protect our economic stability by investing in our most valuable resource, our diverse citizenry.”

The report is the work of a special Diversity Initiative Task Force convened by the BHEF in 1999 to explore issues related to racial and ethnic diversity in America. The Forum is a partnership ACE and NAB, which addresses issues of concern to both the higher education and business communities. Its members include chief executive officers from businesses, colleges and universities, museums and research institutions.

“Investing in People: Developing All of America’s Talent on Campus and in the Workplace,” is available for $15 from ACE Fulfillment Services, Department 191, Washington, DC, 20055-0191.

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MEDIA ADVISORY
January 18, 2002

FOR IMMEDIATE RELEASE

International human-rights advocate to speak
Reparations for African Americans is topic of lecture

Randall Robinson, a Harvard-trained lawyer and international human-rights advocate, will discuss his support for reparations for African Americans at 9 a.m. Tuesday (1/22) in the Ohio Union Ballrooms, 1739 N. High St. This event is a part of the annual President and Provost’s Diversity Lecture Series.


In addition to the issue of reparations, Robinson is working to highlight the impact of globalization on Africa, the Caribbean and America, and the effect of America’s prison system on African Americans.

This event is free and open to the public.


WHEN: 9 a.m. on Tuesday (1/22).

WHERE: The Ohio Union Ballrooms, 1739 N. High St.

WHY: Presented as a part of the President and Provost’s Diversity Lecture Series.

###
STATEMENT OF PRESIDENT KAREN A. HOLBROOK

-- Today is a watershed day for higher education and for all those who value diversity. We are pleased that the U.S. Supreme Court, by affirming the Bakke decision, has recognized the importance of diversity in higher education. We believe that the University of Michigan made a compelling case, supported by the amicus briefs representing the views of so many universities and higher education associations, the business community and the military, for continuing efforts to increase diversity on college campuses.

The Ohio State University is and will continue to be fully committed to diversity. Diversity fosters intellectual and social growth, and prepares our students for the workplace. Our campus is more ethnically and racially diverse than at any time in its history, and at the same time the academic quality of our student body is at its highest level ever.

As we become more familiar with the fine points in the Court's opinion, we will be charting our course for the future.

STATEMENT OF MAC A. STEWART
Vice Provost, Minority Affairs

-- First, let me add my support to President Holbrook's comments. The Ohio State University was created by a great act of federal legislation, and we have always lived within the law of the land. As the law changes, we will continue to live within the law.

We believe that the strategic leadership documents of Ohio State -- the Academic Plan and the Diversity Action Plan -- are consistent with our land grant heritage and with the tradition of valuing diversity that we have built over the years. We will continue to value diversity, although the precise ways in which our policies may need to be modified are as yet unclear.

I am confident that our core values will not change and that our commitment to diversity will increase as the State of Ohio becomes
increasingly diverse in the decades to come.

STATEMENT OF NANCY H. ROGERS
Dean, Moritz College of Law

-- The Moritz College of Law faculty and administration believe firmly in the value of diversity. The college enjoys a broadly diverse student body. We are pleased that the Supreme Court has so strongly affirmed the educational importance of diversity and upheld the doctrine of Bakke, which recognizes that a diverse student body is "at the heart of a law school's proper institutional mission." Bakke has served as a basis for the college's admissions policies. As the Court has said today, law schools are the training ground for the national leaders of tomorrow. Our diverse graduates serve the nation well. They include members of the United States Senate and House of Representatives, state supreme court justices and many judges, as well as leaders of business, the military, and law firms. And, what all of our graduates have learned from classmates and faculty in a diverse learning environment has prepared them superbly to serve people with differing life experiences. As the Court said today, "Effective participation by members of all racial and ethnic groups in the civic life of our Nation is essential if the dream of one Nation, indivisible, is to be realized."

-- > SEE: http://www.osu.edu/diversity/michigan.html
Ohio State News

February 6, 2004
Contact: Elizabeth Conlisk
       (614) 292-3040

Ohio State leaders report on Community of Diversity. Work, planning must continue to ensure a diverse learning environment.

COLUMBUS - The development and growth of educational diversity at The Ohio State University must continue with efforts to reach an even broader audience, members of the Board of Trustees were told today (2/6) in a presentation to the Academic and Student Affairs Committee.

"Historically the focus of diversity at Ohio State has been directed toward the recruitment and retention of minority students," said Mac Stewart, vice provost for the Office of Minority Affairs. "But increasingly, our quest for diversity should be considered a journey rather than a goal, one that continuously changes with better understanding."

Stewart said progress can be difficult to measure, but national indicators and aggressive recruiting and monitoring prove that academic excellence and diversity can be jointly attained as prescribed in the university's Diversity Action Plan.

Ohio State's success has been noted in many publications and journals,
including Hispanic Outlook, which ranks Ohio State 17th nationally in the number of doctorates awarded to Hispanics. Last year, the university ranked 37th. Stewart added that the Journal of Blacks in Higher Education recently ranked Ohio State highest among the nation's 25 leading business schools in minority enrollment. Enrollment in the Max M. Fisher College of Business is 10.3 percent.

Christine Ballengee-Morris, director of the university's Multicultural Center, outlined the center's short and long-term initiatives.

"Diversity can be explored as everyone's responsibility--students, faculty and community," Ballengee-Morris said. "Diversity education becomes a part of world-making, which is an important element for all fields of study and careers."

The Multicultural Center offers four programs in the First Year Success Series that explore gender issues, race imagery, homophobia and cultural identity. Approximately 5,000 first-quarter students enrolled in one or more courses last year. Many others programs integrating student affairs with academic affairs are offered throughout the year.

"Our strategy is to be embedded in as many units and programs as we can," Ballengee-Morris said.

The Nationwide Diversity Leadership Transcript Program is a long-term approach that prepares undergraduates for leadership in a global society. The voluntary program incorporates academic courses, leadership and service opportunities, and programs that explore diversity. It is a model that many universities across the country are now adopting.

"Our charge is to integrate diversity in as many ways as we can to meet the needs of our students today and tomorrow, and through research in and out of the classroom," Ballengee-Morris said. "We do this through partnerships and collaborative practices."

The direction of diversity based on demographic shifts and its future role in a broader community was outlined to the trustees by John A. Powell, executive director for the Kirwan Institute for Race and Ethnicity and the Gregory H. Williams Chair in Civil Rights and Civil Liberties at the Moritz College of Law.
powell said that Ohio is not likely to experience significant shifts in its minority population and that Ohio State must look beyond its charge for a diverse institution and work toward developing a more equitable community.

"Numbers are not the whole game," powell said. "They do nothing to define how the human landscape will change for Ohio State."

He added that Ohio State has a broad commitment to diversity and that the Kirwan Institute will continue to work collaboratively.

"We will extend our relationships and practices with university and visiting scholars and researchers to deepen the understanding of racial and ethnic disparities and how to remedy them," powell said.

For additional releases go to: http://www.osu.edu/news_db/index.php
OSU Faculty Experts guide is online at http://www.osu.edu/news_db/experts_index.php
A DIVERSITY ACTION PLAN FOR THE OHIO STATE UNIVERSITY

One of the greatest challenges facing colleges and universities today is the complex and multi-dimensional community that reflects the rich diversity of this country. The University of Ohio State is no exception. The challenge is how to entice more students to the University, (Big Ten universities plus the University of Chicago) realigned its commitment to this goal. This commitment was made evident in the creation of the Office of Diversity and Inclusion. This office now comprises the University's Office of Diversity and Inclusion, which has been restructured to include a comprehensive approach to diversity and inclusion. This office is now responsible for the overall strategy and implementation of the University's diversity and inclusion efforts. The University's diversity and inclusion efforts are now directed by the University's Chief Diversity Officer, who is responsible for developing and implementing strategies to increase diversity and inclusion at the University. These efforts are designed to create a more diverse and inclusive campus community, to enhance the educational experience for all students, and to promote a culture of respect and inclusion that values the contributions of all members of the University community. The University also recognizes the importance of diversity and inclusion in its strategic planning and budgeting processes. The University's diversity and inclusion efforts are aligned with its strategic goals and priorities, and are supported by dedicated funding. The University's diversity and inclusion efforts are also supported by a strong commitment from the University's leaders and employees, who are committed to creating a welcoming and supportive environment for all students. The University's diversity and inclusion efforts are designed to create a more diverse and inclusive campus community, to enhance the educational experience for all students, and to promote a culture of respect and inclusion that values the contributions of all members of the University community. The University also recognizes the importance of diversity and inclusion in its strategic planning and budgeting processes. The University's diversity and inclusion efforts are aligned with its strategic goals and priorities, and are supported by dedicated funding. The University's diversity and inclusion efforts are also supported by a strong commitment from the University's leaders and employees, who are committed to creating a welcoming and supportive environment for all students.

THE UNIVERSITY’S GOALS

A university is committed to being a leader in higher education community with regard to diversity and the creation of a diverse and inclusive campus community that reflects the rich diversity of this country. The University of Ohio State is no exception. The challenge is how to entice more students to the University, (Big Ten universities plus the University of Chicago) realigned its commitment to this goal. This commitment was made evident in the creation of the Office of Diversity and Inclusion. This office now comprises the University's Office of Diversity and Inclusion, which has been restructured to include a comprehensive approach to diversity and inclusion. This office is now responsible for the overall strategy and implementation of the University's diversity and inclusion efforts. The University's diversity and inclusion efforts are now directed by the University's Chief Diversity Officer, who is responsible for developing and implementing strategies to increase diversity and inclusion at the University. These efforts are designed to create a more diverse and inclusive campus community, to enhance the educational experience for all students, and to promote a culture of respect and inclusion that values the contributions of all members of the University community. The University also recognizes the importance of diversity and inclusion in its strategic planning and budgeting processes. The University's diversity and inclusion efforts are aligned with its strategic goals and priorities, and are supported by dedicated funding. The University's diversity and inclusion efforts are also supported by a strong commitment from the University's leaders and employees, who are committed to creating a welcoming and supportive environment for all students. The University's diversity and inclusion efforts are designed to create a more diverse and inclusive campus community, to enhance the educational experience for all students, and to promote a culture of respect and inclusion that values the contributions of all members of the University community. The University also recognizes the importance of diversity and inclusion in its strategic planning and budgeting processes. The University's diversity and inclusion efforts are aligned with its strategic goals and priorities, and are supported by dedicated funding. The University's diversity and inclusion efforts are also supported by a strong commitment from the University's leaders and employees, who are committed to creating a welcoming and supportive environment for all students.

OBJECTIVES

A. Create a supportive environment that is welcoming for all individuals.
B. Recruit and retain greater numbers of women and minorities into faculty, staff and administrative positions, including deans, chairs, and vice presidents.
C. Recruit, retain, and graduate greater numbers of ethnic minority students.
D. Provide incentives to academic and academic support units to achieve the University’s models of excellence for increasing diversity.
E. Collect and organize data to systematically and effectively assess progress and to align/realign the University’s diversity and inclusion efforts.
F. Assign adequate accountability to the percepSion of achievement in this action plan.
A. Create a supportive environment that is welcoming for all.

1. The present and executive vice president will:
   - Reinvigorate and reinvest in the university and the reaccreditation process the goal of achieving the highest standards.
   - Create a culture that fosters diversity and inclusion.
   - Initiate a comprehensive communications and marketing program to advance diversity interests both internally and externally.
   - Initiate proactive, ongoing public relations and media campaigns to support efforts to increase diversity on our campuses.
   - Initiate new and review existing materials describing the university’s diversity initiatives for dissemination both on and off campus.
   - Initiate a faculty retention initiative.
   - Initiate a comprehensive communications and marketing program to advance diversity interests both internally and externally.
   - Initiate proactive, ongoing public relations and media campaigns to support efforts to increase diversity on our campuses.
   - Initiate new and review existing materials describing the university’s diversity initiatives for dissemination both on and off campus.
   - Initiate a faculty retention initiative.

B. Recruit and retain a diverse and inclusive faculty, women and minorities into faculty, staff and administrative roles.

1. The vice president for student affairs will:
   - Develop a diversity training workshop for student leaders of all registered student organizations as part of a leadership training program. The plan for the workshop will be developed and implemented for the fall of 2000.
   - Challenge diverse leadership with所需信息
   - Initiate a faculty exchange program that will provide an opportunity for faculty exchange.
   - Engage in an effort to develop new “faculty-identified” personnel policies for the benefits of all faculty and staff.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.

2. College deans and department chairs will:
   - Acquire feedback on the effectiveness of the hiring process.
   - Implement faculty-search committee policies for the recruitment and hiring of all faculty and staff.
   - Convene a faculty committee to develop best practices for the recruitment and hiring of all faculty and staff.
   - Convene a faculty committee to develop best practices for the recruitment and hiring of all faculty and staff.

3. All vice presidents and their units will develop a comprehensive plan to:
   - Increase the numbers of women and minorities in administrative and professional positions (A&P).
   - Increase the numbers of women and minorities in administrative and professional positions (A&P).

C. Recruit, retain and reward a diverse and inclusive number of minority students.

1. The present and executive vice president will:
   - Develop a comprehensive diversity plan that includes creating a culture that fosters diversity and inclusion.
   - Engage in an effort to develop new “faculty-identified” personnel policies for the benefits of all faculty and staff.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.

2. The college deans will:
   - Develop a comprehensive diversity plan that includes creating a culture that fosters diversity and inclusion.
   - Engage in an effort to develop new “faculty-identified” personnel policies for the benefits of all faculty and staff.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.
   - Develop policies that are particularly important for women and minorities and involve all constituents.
   - Develop a set of policy recommendations for the university’s Diversity Plan and the federal affirmative action requirements. Data will include analysis of recruiting pools, benchmark comparison and tracking of internal progress.
students. Provide appropriate incentives and rewards for faculty who are successful.

(d) Work with the office of TA development to assist faculty in over-
seeing their classroom climate to create a learning environment that is comfortable for all students.

(e) Add an item on the Student Evaluation Instruction Session (SEIS) that allows the assessment of progress made toward making course con-
tent, methods and climate more inclusive.

3. The vice president for student affairs will:

(a) Develop a Peer Partners Program (PP) that matches minority stu-
dents with other students enrolled in the same program.

(b) Strengthen programming in the dormitory environments for change,
ments of inclusion and respect and reducing differences.

4. The dean of University College will:

(a) In partnership with the vice president for student affairs and the Office of Academic Affairs develop a summer-long “bridge” program for four-year or potential new freshmen. The goal of this program would be to enhance their potential for success in the university.

(b) Enlarge the Lenter I program.

(c) Revise UCC 100 (freshman survey course) so that it includes more content on living in diverse communities. Such content should include, but be not limited to, an ex-
amination of preconceptions, at
appreciation and values, of differences, and the economic, social and psycho-
logical costs to society as a whole of discrimination and exclusion.

5. The vice president for develop-
ment will:

(a) Implement a strategic plan for aggressively pursuing funding for increasing scholarship support to be used primarily to increase diversity.

(b) Identify a directory of suc-
cess of external financial support for the various programs identified in this plan and determine that to the appropriate units.

D. Provide incentives to academic and academic support units for developing models of excel-
ience for increasing diversity.

Substantial progress in increas-
ing diversity within the university will be achieved, in part, by provid-
ing incentives to the various academic units. This has already been demonstrated in some areas such as teaching, re-
search, and interdisciplinary coop-
eration. To this end, the president and provost will:

(a) Establish a Models of Excel-
cence for Diversity Initiative that provides funding for competitive awards that will enhance diversity within the college. These proposals should include:

• A critical assessment of diversity within the unit.
• A plan and timetable for addressing the issues.
• Commitment of matching funds.
• Best practices and indicators for judging progress.
• A formal evaluation of success.

The proposals will be reviewed by a select committee appointed by the president and provost and evalu-
ated on the basis of their potential as a “best practice” to be used by other units.

(b) Enhance the prestige and visibility of diversity-related research in the off-campus.

(c) Sponsor a Best Practices for Achieving Diversity conference an-
nually that will include a nationally prominent keynote speaker.

(d) Collect and disseminate to all units those strategies and practices al-
ready in place that have proven to be effective mechanisms to recruit and retain women and minorities.

(e) For Academic Year 2000-
2001, instruct each academic de-
department or college and each vice-
ors and students, and progress has not been made. There-
fore, it is the strong recommenda-
tion of this committee that the pres-
ident appoint a university-wide
ons and progress, and Council on Diversity to be estab-
lished by the beginning of the 2000-
2001 academic year. The overall pur-
goal of this council would be to:

• Set annual goals and priorities

Based on this Diversity Plan.
• Be informed by previous

E. Collect and organize data to create databases in order to systematically and effectively assess progress and align/realign programs to achieve diversity goals.

Accurate data is essential in ways that allow various ques-
tions to be answered essential to the success of this plan. Histori-
cally, the university has been hand-
off with the lack of good data that are easily analyzed. The creation of these databases is essential in order to mark progress over time in achieving greater diversity. A com-
mitment must be made to provide funding for the necessary staff to collect and maintain essential data. The beginning point is to use exist-
ing databases to create a baseline and then to continue to collect rele-
vant data on an ongoing basis. The president and provost will:

(a) Collect the following data to document progress:

• Recruitment, retention and pro-

(b) Periodically monitor and report progress/success of women and minority faculty and administrators.

(c) Issue an annual status report documenting progress made toward meeting the university’s diversity goals using the above data.

(d) Publish an inventory of diversity-related events, offices, programs and groups within the university.

(e) Sponsor an open campus for-
tum each year at which the progress that has been made and continuing issues can be discussed.

(F) Develop a Diversity Web site that provides the current demographic profile of students, faculty, staff and administrators, and update the Web site annually.

F. Assign accountabil-
ty to progress envisioned in this plan

Ultimately it is the responsi-
ity of the president and provost to hold vice presidents and deans re-
sponsible for making progress toward the achievement of the univer-
sity’s diversity goals. This action plan calls for the establishment of incentives and rewards for individu-
als who make progress toward achieving these goals. Success, as evidenced by annual reports, should be a factor considered in annual evaluations of key administrators. However, it is recognized that the university has established simi-
lar goals in the past based on vari-
os sources and studies, and progress has not been made. There-

• Chair of the Senate Diversity Committee
• Staff Advisory Committee
• Student leaders.
• The Graduate School
• Faculty Council

It is essential that this council be as diverse as possible to ensure its credibility with the populations of interest.
The council is recommended that during the first year, the council appoint a subcommittee to examine the spe-
cific concerns of gay, lesbian and transgender students, faculty and staff. The concerns of this group have not been systematically addressed, and they are con-
siderable. This should be the highest priority since the issues that have been identified during the public sessions devoted to discus-
sing the diversity plan and in other contexts indicate that the academic and work life of these individuals is being negatively affected by the current climate as well as some pol-
icy

SUMMARY

This plan is a living document. Simply stated, the goals relate to significantly improving the representation of women and minorities among the student body, faculty and staff; improving the classroom and social climate on campus for all members of the university community; and enhancing the education and education-
al processes that take place in this university.

The goals of the plan and the strategies that have been outlined to meet them are extensive. It is not expected that the university will move forward on all of these at once. Rather, the goals should be prior-
itized and deliberate, and focused goals should be set each year. It is only through continuous and deliberate action that progress will be made. Although many of the actions proposed in this plan are doable with current resources it is likely that real progress and success will require additional resources. To that end, we recommend that the executive vice president and provost establish an annual allocation to be given to these initiatives. At the same time, many of the activities in which OSU is currently engaged will help move us forward if this plan and its goals become the guiding principles for actions.

Successful achievement of the goals of this plan is important for many reasons, but promi-

The complete Diversity Action Plan document, including appendix data in the form of graphs and charts, is available on the Web: www.osu.edu/diversityplan/
Know a diversity champion?

The Senate Diversity Enhancement Award Committee invites student and staff nominations for the annual Distinguished Diversity Enhancement Award. The award recognizes individuals who have made significant contributions to diversity and inclusion on campus. Nominees can be faculty, staff, or students, and nominations are due by April 15, 2010.

Nomination Form:

http://diversity.osu.edu/distinguished_diversity_award.html

Contact:

Bertha Ihnat
Assistant Curator
University Libraries
109 Library Book Depository
2700 Kenny Rd
Columbus OH 43210

5150
2010 Nomination Information

Nomination packets should include the following:

Nominating Statement
(three pages maximum)

Submit the form (at right) along with a letter of nomination that addresses how the nominee has demonstrated a significant commitment to enhancing diversity above and beyond his/her role or responsibilities through one or more of the following:

• Description of accomplishments, leadership, and service in support of diversity enhancement.
• Description of achievement in creating a supportive environment.
• Description of achievement in recruiting and retaining diverse groups to faculty, staff, and administrative positions.
• Description of achievement in recruiting, retaining, and graduating diverse groups of students.

Your nomination should describe creative models, strategies, or best practices and why it should be considered a best practice. Please specify sustained and recent contributions. Documentation of data and success rates should also be included.

Supporting Material

Please provide no more than three letters of support for this nomination. Other relevant supporting material, such as curriculum vitae (three pages only) or resumes (individual nominations only) and newspaper articles, may be included.

Electronic Submission

This year, nominators may submit their entire packet electronically as an attachment to diversityaward@hr.osu.edu. The attachment must be either a Microsoft Word document or a .pdf file. The .pdf version of the form can be found online at hr.osu.edu/special/ddea. Electronic file submission is optional.

For More Information

Visit the web site at hr.osu.edu/special/ddea. Summaries of previous recipients’ accomplishments are available upon request. Contact Michele Bondurant at (614) 292-4341 or bondurant.11@osu.edu if you have questions.

Nomination Deadline is January 11, 2010

Submit one hard copy or one electronic copy of your nomination material to:

Distinguished Diversity Enhancement Awards Committee

Office of Human Resources/Special Events
1580 N. High St., Suite 300
Columbus, OH 43201-2190

or

diversityaward@hr.osu.edu

Nomination Form

Due January 11, 2010

I wish to nominate the following:

(Please type or print)

Nominee’s Name

Job Title/Student Rank

College/Dept/Office

Campus Address

Telephone

E-mail Address

Number of years at Ohio State

Number of years in current dept/office

Nominator’s Name

Job Title/Student Rank

College/Dept/Office

Campus Address

Telephone

E-mail Address

My working relationship to the nominee is: (check one)

Supervisor University Colleague Co-worker

Other