9/10/92 - Karen Hamlet from the Affirmative Action (AA) Office called to say someone wanted to know when their office began. No complete, organized, written history of this office exists. The Record Group number for AA is 3/j-4. In the unprocessed material, a history is listed, but it is actually reports and several folders on the background of this office. The annual reports in President Enarson's papers indicate the first year of the office was in 1970. Accession 42/83 (054-10-2) has a memorandum on the AA program in 1970, plus supporting documents. Accession 17/85 has a memo from Edward Moulton telling about the office and it is dated October 15, 1970 (054-503-4). The forerunner of AA was EEO (Equal Employment Opportunity). The Alumni Monthly (62:1a, October, 1970) states that Madison Scott was named director of this office in 1970. The Board of Trustees appointed him director of the "University's Affirmative Action Program" effective October 1, 1970 at their September 10, 1970 meeting. There is no mention of the office being established by the Bd. of T. in the minutes from Jul 1966 through Jun 1971.

---bli
By MARY PEPPERNEY
Lantern Staff Writer

Madison Scott, recently appointed director of the Affirmative Action Program says he intends to do more than talk about job discrimination.

"We must do more than say we do not discriminate," he said.

Scott explained the details of his Affirmative Action Program in an Administrative Council meeting Wednesday.

The program is the official statement of the University's policies and goals regarding equal employment opportunity. It was developed last winter and approved during the summer.

The program is one of the most significant kinds of things we've done in terms of total commitment to the question of equal opportunity," Scott said.

"It gives a uniform approach to the problem but clearly delineates who has responsibility to do what and when," he added.

Affirmative Action deals particularly with problems of employment, recruitment, placement, training, promotions, layoffs, compensation, construction policies, University facilities and labor relations, Scott said.

Emphasis is action.

Emphasis of the program is on action. A systematic inventory of each University department's employees is being taken. Tentative completion date is Nov. 15.

After the findings are released, specific goals for improvement of minority representation will be established for each unit by the Affirmative Action office.

According to the policy statement, "each dean, director, and head of an operating unit is responsible within his area of jurisdiction to insure full implementation of this policy and program."

Scott said an Affirmative Action advisory council consisting of 12 persons representing the University community will be appointed soon by President Fawcett.

The council will help assist and advise in the implementation of the program and also act as a hearing body if necessary.

Commenting on recent complaints of University discrimination because of hair length, Scott said, "There is a vast difference between University policy and how supervisors implement it. This document says specifically what the University intends to do."

"Our office is open to and available to deal with any question as it might pertain to the University's efforts with regard to its Affirmative Action Program."

Scott said more work needs to be done in certain areas and is confident that the in-depth studies and monitoring of improvements will help employment in all University units.

Strong policy

The program will "help us document in significant detail what the University has and has not done in areas of minority group employment and so far as women are concerned," Scott said.

"I suspect our policy at this University is perhaps stronger than any others that I have seen."

"It is in strict accordance with expected standards of public law, Scott said."
OSU changes hiring policy

26 Feb '71

The University has dropped its policy of not hiring two members of the same family in a related department.

According to a release from James A. Robinson, provost and vice president for academic affairs, and Edward Moulton, executive vice president for administrative operations, the object of such a move is to eliminate discrimination based upon sex in appointment, promotions, wages, hours or other conditions of employment.

In the past when two married people applied for a job in the same department, the husband was more likely to be hired over the wife, Moulton said.

The new policy is designed to eliminate this type of discrimination, he explained.

The release stated the basic criteria for appointment and promotion of all University staff will be appropriate qualifications and performance.

Relationship by family or marriage will not constitute an advantage or a deterrent to appointment in the University, provided the individual meets and fulfills the appropriate appointment standards.

The policy states, "No individual shall be assigned to a department or unit under the supervision of a relative who has or may have a direct effect on the individual's progress or performance."

The change doesn't encourage the employment of relatives within the same unit but rather emphasizes the concept that the selection of personnel shall be solely on the basis of merit.

These policies and procedures go into effect immediately, Robinson said.
Deals with women’s status

University to fill position

15 July 71
By NANCY MORRIS
Lantern Staff Writer

Within three months the University expects to fill the new position of associate director of the Affirmative Action Program, which is designed to improve the status of women, according to Madison H. Scott, director of the program.

The position was recommended last April by the Ad Hoc Committee on the Status of Women, Scott said.

Specifications for the position are now being formulated said Scott, although he emphasized the University is looking for someone who “understands the values of the University community,” with no set age, academic or race qualifications set.

The position will deal with the problems faced by women in the areas of employment and academics and with discriminatory practices. The associate director will work with Scott and assist in the general administration of the program.

Applications reviewed

Six applications have been received and are being reviewed by the office of affirmative action.

Scott said the University is seeking a woman who has “a personal commitment to the problems women face and a willingness to deal with them on a constructive basis.”

Kathryn T. Schoen, chairman of the ad hoc committee said the University has made an “honest commitment” in its recognition of the need to improve the status of women.

She said the visibility of women in society through the efforts of Women’s Liberation and the unrest of Spring Quarter, 1970, helped the University establish the committee on the status of women.

Studied inequities

The committee studied the inequities of women at Ohio State, and offered recommendations to help broaden women’s potentials and participation in education.

Mrs. Schoen said she agrees with Scott that the woman to be appointed must be “one who understands the University but also must be one who is not so biased (toward women) that she fails to see the total relationship to other issues.”

She said she hopes the University will select a woman who has a total commitment to the educational process which will be best for society.

Mrs. Schoen said discrimination against women at Ohio State has not been intentional, but rather the “traditional procedure of doing things.”

The office of affirmative action will “keep us sensitive and honest to equal opportunities for women,” she said.

Hearing committee

After the appointment is made, Scott said a hearing committee of students, faculty and citizens will work with the new associate director and the office of affirmative action to present opinions and knowledge of women’s problems.

The office of affirmative action was established in October, 1970 to develop new programs to strengthen the actions of the University in the area of human rights and relations.
Duties listed for women's rights position

By NANCY MORRIS
Lantern Staff Writer

The office of Affirmative Action Monday released its job description for the newly created position of associate director.

The woman selected for the job will serve to ensure equality of opportunity for women at the University by assisting in the general administration and coordination of affirmative action programs.

Duties outlined
Her principle duties will include:
• assisting in providing and developing a constant strengthening of the University’s efforts to help women realize their position in society and at Ohio State.
• formulating, planning, and conducting studies of the policies which may contribute to desegregation against women.
• making recommendations for preventative or remedial action against discrimination of women.
• providing advice and assistance to the University community in affirmative action plans and programs.
• coordinating mission and fiscal control responsibilities in behalf of the Administration, such as the possible development of a University-sponsored day care center.
• advising and serving as counselor for University and non-University individuals and agencies regarding women’s problems.
• maintaining professional affiliation to keep abreast of developments in women’s affairs.
• serving as chairman of the Advisory Committee on the Status of Women.

Position flexible
Madison H. Scott, director of affirmative action, said these duties were recommended by his office and the University.

The functions indicated are what the University feels the position "should be," yet are flexible enough so the associate director can add her own insights and judgments, Scott said.

Scott emphasized the University is continuing to look for an individual who will "contribute to the existing realities of women."

The office of affirmative action is also currently considering selection of individuals to serve on the Advisory Committee on Women.

The committee will be composed of five faculty members, four students, one alumnus, one administrator, two non-teaching employees, and two Columbus citizens, all to serve a one-year term.

To review policies
The committee will review University policies, procedures, and practices concerning the status of women, making recommendations when needed. It will encourage selection and recruiting practices to open job opportunities for women in leadership positions.

The committee will also serve as a hearing body to educate the University community on the role of women at Ohio State. The final selection of members is expected to be announced late next week.
Hairston selected associate director

Elaine Hairston was chosen associate director of the Ohio State University Office of Affirmative Action Friday at the Board of Trustees meeting.

Hairston, formerly assistant project supervisor with the Ohio State Regional Medical Program, also will serve as chairman of the office’s 12-member Advisory Committee on the Status of Women, just formed to review employment and educational opportunities for women.

Faculty members appointed to the advisory committee on Aug. 28 are: Morgan Allison, regents professor and professor of dentistry; Alvia Bozeman, associate professor of education; Keith Brooks, chairman of the speech department; Mary Caldwell, professor of law, and Kathryn Schoen, assistant director of the School of Allied Medical Professions.

Non-teaching appointees are: Norma Bugoci, director of personnel statistics in the Office of University Budgets and Administrative Research, and Lillian Johnson, a housekeeper employed by the Physical Plant.

Ronald Ongaro, a 1969 Ohio State graduate and member of the University Alumni Association, will represent alumni, and Dr. Lois Lund, director of the School of Home Economics and associate dean of the College of Agriculture and Home Economics, will represent the administration.

Columbus citizens on the committee include Charlotte Witkind, vice president of the Columbus Urban League and a member of the Commission of Abortion Reform, and Margaret Evans of the Ohio Commission on the Status of Women.

Pamela Conrad, a graduate student from Cincinnati, was selected a student representative. Three other student representatives will be chosen soon, according to committee members.

The Office of Affirmative Action reports that as of March 1971, women comprised 60 per cent of the university’s clerical and service workers, 35 per cent of the administrative and professional staff, and only 19 per cent of the professional ranks of instructor and above.

Women’s status gets push

By Karen Hamrick

Elaine Hairston, recently appointed associate director of Affirmative Action for women’s affairs, said that she is delighted with her job and hopes to improve the conditions and status of women on the University campus.

“I want to make women aware of the potential that can be offered to them and to realize that change is possible,” Hairston said.

“If I didn’t think things could be change I wouldn’t be in this job.”

Hairston was appointed Oct. 1 for the position by the Board of Trustees, after being selected from 60 other applicants.

Since her appointment to office, she has been familiarizing herself with the legal aspects such as the Civil Rights Bill of 1964 and the Executive Orders 11246 and 11375 which clarify the civil rights acts and equal opportunity acts, especially for women.

Along with her office, an advisory committee was formed who will work with her.

Members of the committee include three faculty members, Kathryn Schoen, associate director and a professor of allied medicine; Keith Brooks, chairman and member of the speech department and Mary E. Caldwell, professor in the college of law; two graduate students, Pamela Conrad and Linda Green; administration members Lois A. Lund, assistant dean and director and Lillian Johnson, non-academic employee; citizen at large Charlotte Witkind, vice president of the Columbus Urban League and an alumni association member, Ronald M. Ongaro.

Concern for women’s status

Hairston said that the committee is composed of a “beautiful cross-section of campus individuals” and those people who are concerned for the status of women. She said there will be two more undergraduate students appointed.

The committee has met informally but will have its first formal meeting Oct. 28 in the Administration Building’s board room, Hairston said.

She plans to work with Women’s Self Government Association, Panhellenic and dorm women but is also very concerned with women who live off campus and are not in an organization but who are interested in women’s affairs.

Formal feedback system

Hairston said the advisory committee is the formal feedback system which gives her various opinions because the members all represent different interests. She said her informal system is made up of everyone else.

Hairston said that she would like to hear any opinions and discussion anyone has to offer and that her office in 113 Archer House, 2130 Neil Ave.,

She received a doctorate degree in speech and communications in 1970, a master of art’s degree in 1967 and a bachelor of art’s degree in English in 1966, all from Ohio State.
Women relay ideas on improving status

By Pamela Powers 12 JAN 72

Ohio State should work to bring women into the mainstream of University life, Elaine Hairston, director of the Office of Affirmative Action, said Tuesday at the Centennial Commission's task force hearing on the status of women.

According to Hairston, women's ideas must be incorporated into the policy of the University.

There are very few women who hold important administrative positions in the University, she said and 48 of the University's 212 departments have no female members.

Hairston said there is a definite need for a change in the preconceived roles of women.

Lynda Green, a member of the local Women's Liberation chapter, also presented her views to the Task Force on Hearing Ideas for Future Goals.

According to Green, one of the main goals of the University should be the establishment of day care centers for the use of all University women. These services should be available to faculty, staff, and student women at little or no cost, Green said.

Green as well as Pat Markunas who represented the Women's Self Government Association at the hearing, said the University also needs to improve its gynecological services at the Health Center.

Markunas noted that there are about 75-100 unwanted pregnancies at Ohio State each quarter. This number could be greatly reduced if birth control and abortion counseling and devices were available at the Health Center, she said.

Other suggested changes presented to the task force by the speakers were:

- The establishment of housing on campus for professional women students.
- The elimination of questions about sex, marital status and number of children from University employment applications.
- The appointment of a women to the Board of Trustees.
- The establishment of more women's courses leading to the establishment of a department for women's studies.
- An increase in the female enrollment into the professional schools.
- More consideration towards the women's liberation movement in campus publications, and the stoppage of sexist advertisements in these publications.
- The establishment of more flexible class hours so working women will be able to attend the University as well as the establishment of more flexible working hours for faculty and staff.
Affirmative Action in 4th year

By Karen C. Warthen

Now in its fourth year of operation, the Office of Affirmative Action is involved in such diverse areas as pregnancy leave and women's rights in the new University Activity Center.

According to Elaine Hairston, associate director of the Affirmative Action Program, the purpose of the office is to "insure equal employment opportunity on campus and to promote equality within University programs and activities."

Hairston said the office, located in Archer House 107, operates in two basic ways, handling individual grievances and acting as a watch-dog for women and minority groups within the University.

"The role of the Affirmative Action Office is to handle problems internally as much as possible," Hairston said.

Grievances handled

In 1972-73, the office handled 66 discrimination complaints. The majority of grievances were employment-related, with most concerning promotion.

A total of 53 complaints were filed in 1971-72. The majority concerned hiring practices.

The Office of Affirmative Action is presently investigating women's interests in the new University Activity Center which is still in the planning stages.

"We want to make sure that women have equal time and space in the new facility," Hairston said.

Maternity leave

The Affirmative Action Program has also made it possible in the past year for any woman employed by the University to take a six-month unpaid maternity leave without losing her job or status. She may also use accrued sick leave for pregnancy-related absence.

The Affirmative Action Program began in 1970 so the University would be in compliance with federal regulations regarding Equal Employment Opportunity, Hairston said.

"The program also complies with House Bill 610, which deals specifically with sex discrimination in Ohio," she said.

Any student, staff or faculty member wishing to file a grievance should first contact the Affirmative Action Office and describe the problem, she said. A formal, written complaint can then be drawn up.

"We will investigate the problem first to determine whether a case of discrimination really exists," Hairston said.

"If the grievance is valid, we try to work out the problem as soon as possible," she added.
Associate director resigns

24 MAY 74
By Karen C. Warthen

Elaine Hairston, associate director of the University's Affirmative Action Program, has announced her resignation to the Advisory Committee of Women of which she has been chairperson.

"I haven't had the time to follow my own discipline in communications," Hairston explained as her main reason for resigning.

The associate director of affirmative action is responsible for assisting in the administration and coordination of the Affirmative Action Programs, advising and counseling groups and individuals regarding problems confronting women, administering the Child Care Pilot Program, and researching various discrimination charges.

Job like ombudsman

Hairston, who announced her resignation Friday, compared her job to that of an ombudsman in that "it needs fresh input and new points of view as well as the energies and thinking of someone who can follow through on things." Hairston said her resignation will be effective sometime in June.

She plans on doing consulting, research, and writing in the field of communications.

"I'm looking forward to the flexibility I'll have working on my own," she added.

Hairston began her job as associate director of the Affirmative Action Program in October of 1971. She holds a B.A. in English and a Ph.D. in communications, both received at Ohio State.

Looking back over the program's progress in the past several years, Hairston expressed pleasure in the increased sensitivity toward issues as they affect women.

"I'm also pleased about the increased number of women entering professional school, the progress being made toward equalizing faculty women's salaries, and the establishment of the maternity leave policy," she said.

When asked what she felt future concerns for the Affirmative Action Office should be, Hairston said, "equal pay for equal work remains a continuing concern."

Need more progress

"While we've made progress in recruitment of faculty women, there needs to be greater progress," she added. "There is also a need to expand opportunities for women in administration roles on campus."

Hairston feels one of the greatest challenges facing the program is a problem which is campus wide.

"How do we get women to break out of traditional women's fields and discover the opportunities which lie in non-traditional fields?" she said.

A search committee headed by Francille Firebaugh, director of the School of Home Economics, will be seeking a new associate director for the Affirmative Action Program.
AN OPEN LETTER TO THE UNIVERSITY COMMUNITY

On May 17, a ten-page assortment of unsigned demands was delivered to this and other University offices. The various demands have been submitted to the affected offices for comment and response. I have insisted that the responses be factual and informative, not emotional.

Before moving to these specific responses, which are being made available to any interested member of the University community, several general comments are in order.

First, it does not require either demonstrations or demands to create awareness that this University, along with sister universities everywhere, needs to do more than it has yet done to give substance to the University's defined goal of affirmative action with respect to racial minorities, and women as well. This I well understand, and have worked hard to achieve better results.

Second, the University is--whether one likes it or not--an extremely complex organization, with many processes of consultation and points of decision-making. I have been dismayed to discover that the president is thought to possess instant, total "push-button" authority over many matters that are resolved, and must be resolved, within existing channels. In OSU's large work forces, the president does not intercede to fire, hire, promote, or discipline individual faculty or staff (except those few reporting directly to him). Would our critics really have it otherwise? Similarly, the president relies heavily on the judgment of academic departments and colleges in reaching academic decisions, e.g., the internal organization of a college. Would our critics really have it otherwise? Specifically, do we really want a highly authoritarian system dominated by a president who extends rights, privileges, employment, and budget simply on the basis of personal preference?
Third, it is important at all times that all of us listen to one another and really try to understand the concerns of each other. But it is nonsense to assert--as has been asserted to me recently--that "listening" or "caring" requires that the administration yield whatever is demanded. It is possible for honest, well-motivated persons to disagree, to continue to disagree, and yet to respect one another.

With inflation-ravaged budgets there is an intensifying struggle for scarce resources; the dollars that accommodate the needs of one group are not available for the needs of any other group. Very simply, there is no "pot of gold" that the president can dip into. We simply must exercise very human judgments about who gets what—whether for salaries or financial aid, library books or equipment and the like. It is important that everyone—students and faculty alike—understand this painful truth.

Fourth, the various demands have raised issues that I believe should be spoken to—in the interests of the entire University community. They are issues that are misunderstood, and about which people have been badly misinformed. Therefore, in the responses that follow I have insisted that the factual background be set forth in considerable detail—for anyone who cares enough to read with an open mind. For ease of reading, we have repeated below each of the various demands, followed by the response:

I. THE BLACK CULTURE CENTER
A. WE DEMAND that the Epson Administration implement immediately and fully the proposal for the BLACK CULTURE CENTER and the recommendations for the center made by the AD HOC COMMITTEE FOR THE ESTABLISHMENT OF A BLACK CULTURE CENTER. SPECIFICALLY, WE DEMAND that a building be assigned with not less than 18,000 SQUARE FEET in order to accommodate the various activities included in the Black Culture Center proposal.
B. WE DEMAND that BLACK CONTROL over the center be made effective through the establishment of the BLACK CULTURE CENTER as an ADMINISTRATIVE ARM OF THE OFFICE OF MINORITY AFFAIRS.
C. WE DEMAND an adequate budget capable of meeting ALL of the physical requirements and responsibilities of the ADMINISTRATIVE STAFF, STUDENT ORGANIZATIONS, and the SPECIAL PROGRAMS call for in the Black Culture Center proposal.
D. WE DEMAND the appointment, AS SOON AS POSSIBLE, of a Fulltime COORDINATOR of the Black Culture Center.

On January 18, 1974, I wrote to Sharon Farmer, chairperson of the AD HOC Committee for a Black Cultural Center, stating my belief that such a center was needed and could be of great benefit to the University. Drawing on the extensive consultation which had taken place over a span of several months between the administration and that committee, I approved the establishment of this program subject to what I believed to be reasonable fiscal and administrative limits.

Since that letter, additional exchanges have taken place and several misunderstandings have developed. The position that this administration has consistently taken is perhaps best summarized in a letter of March 26 to Ms. Farmer, and I am reprinting it in full here:

Dear Sharon:

Since my letter to you of January 18 much discussion has taken place on the key elements involved in the planning for a Black Cultural Center. On January 31 you gave me a response signed "Submitted in Unity." Following this, Vice President Armitage and I met with some members of your group. Since then, at the request of Dr. Frank Hale, Dr. Armitage took initiative in meeting again with members of your group.

It may be helpful to reiterate the major points I made in my letter:

(1) We affirmed in principle the concept of a Black Cultural Center at Ohio State University, as you had stated, "to serve as a focal point for fulfilling the cultural and social needs of Black students at The Ohio State University."

(2) We agreed to the need you expressed for an Advisory Board representing Black students and faculty, to develop programs, set basic policy, and advise the Administrative Coordinator on all aspects of the Center.

(3) We recognized the need, and affirmed support for fulltime coordinator, secretary, and three part-time administrative assistants at the salary levels indicated in your original proposal.

(4) We designated—subject to the support
and approval of the Board of Trustees—the Bradford Commons as the site for the Black Cultural Center; and we promised, again subject to the Board's review, adequate financial support for the remodeling and equipping of that facility. The kitchen, as you know, will be in use until September in a program for the preparation of meals for the aged. We expect to phase that space into the Cultural Center program fully at that time.

(5) While no specific dollar figure was mentioned, we pledged program support (in addition to the personnel budget) "considerably above the current levels, estimated at $30,000 per year" for the current year.

(6) We concluded, all things considered, that the Center, which is primarily a service to students, belonged administratively in the Office of Student Services (under administrative direction of the Office of Student Programs and Development).

It is my understanding that we are in full agreement on the first three points. May I once again try to explain the position of this Administration on those other points.

First, the physical site. My letter stated that "the University is designating Bradford Commons as the site of the Ohio State University Black Cultural Center." Your Committee's letter of January 31 indicated with respect to the physical site that you fully anticipated your "investigation into this matter will be completed within the next two weeks." As yet, however, no response has been received from you in that regard, and Vice President Armitage reports to the Board as late as March 18 he was unable to secure an answer from members of your Committee.

We understand why you feel a site with an auditorium for the exclusive use of the Center would be most desirable. We also understand the occasional need that various groups which will be affiliated with the Center may have for auditorium facilities. In that regard Vice President Armitage has pledged his best efforts to secure for you the use of such facilities when they are needed. You must realize too, however, that no other group on this campus has "exclusive" control of an auditorium facility.

Second, the question of funding. Here, we seem to be "in substantial agreement on the amount of the one-time allocation of funds." (Committee's letter of January 31.) The writers of that letter, however, feel that somehow "further monetary commitments must be made for the future."

No program at Ohio State does or can have a pledge for an ongoing level of financial support from this University. Each program must compete on its merits with all the other programs within the institution at budget time, and each program must be constantly reevaluated as to its ongoing worth. I am sure you can understand the reasons for this general policy, and why the Black Cultural Center simply cannot be an exception to it.

Finally, the issue of where the Center logically and reasonably fits within the overall administrative structure and operation of the University. This issue has been unfortunately confused in recent discussions. Some have suggested that it is simply an issue as to whether the Center should be guided and controlled by Black people in its daily operations. That is simply not the case.

I would like to add on that point that we have reviewed the most recent document submitted to Vice President Armitage which in part sets forth the proposed composition of the Center's Advisory Board, and fully approve the membership as it is set forth there. It may be that experience may lead you to reduce the total number of people on the Board at a later time, but that is something for you to decide.

Surely though you will understand why the ultimate responsibility for decisions regarding the administrative structure of the University cannot be delegated to persons or groups within the institution. Nor can we allow decisions of this type to be made by majority vote of any group.

The subject of the proper administrative location of a Black Cultural Center has now been widely discussed and debated. There has been extensive consultation with my staff and others, and I have made every effort to listen to your Committee in this regard, both before and since
my letter of January 18.

I remain convinced that the Black Cultural Center should be administratively located in the Office of Student Services.

The reasons for that decision have simply not been refuted. To summarize these briefly, it is clear to us that while the programs you propose for the Center will undoubtedly relate to the academic mission of the University, they are nonetheless essentially extracurricular in nature. As such they belong in Student Services.

I am also persuaded that the Office of Student Services has made a good beginning in developing programs to meet the extracurricular needs of Black students—witness the success of the Black Choir, the Black Jazz Ensemble, Our Choking Times, the Uhuru Dancers, the Student Volunteer program and others. I can think of no good reason to lift these programs from the administrative area in which they were conceived and have been developed.

I realize that it is impossible to design any program to the complete satisfaction of all the diverse segments of the University community. I am convinced, however, that moving ahead with the program I have outlined in my earlier letter is the right thing to do.

You must understand, however, that it would be pointless for me to present this program to the Board of Trustees and the University community without the clear and strong support of your Committee.

If I have your support, I am prepared to take my recommendations to the Board of Trustees at its next meeting, to be held on the Lima Campus, April 5. If I do not have your support, I cannot go further on this matter.

Sincerely,

Harold L. Enarson
President

Since that time there has been no resolution of either the issue of physical site or administrative location for the center. In a letter of May 14 to Ms. Farmer, Vice President Armitage stated his intention to recommend a program budget of $100,000 to me (which amount is $10,000 in excess of what any other Big Ten institution now provides for similar programs), as well as the $67,000 per year that the University pays to the bondholders for Bradford Commons. No response has been received as yet to this letter.

This administration, again, remains prepared to move ahead with what we believe is a fair and reasonable program for a Black Cultural Center. We have urged, and we continue to urge, the Advisory Board—composed as it was proposed by the Ad Hoc Committee—to constitute itself and meet with Dr. Armitage and Assistant Vice President Williams to begin immediately the job of making the center a reality.

The second set of demands with which we were presented dealt with the Black Education Center.

II. THE BLACK EDUCATION CENTER

A. WE DEMAND that all efforts to dismantle the BLACK EDUCATION CENTER and to reconstitute it into an URBAN EDUCATION PROGRAM be immediately HALTED! SPECIFICALLY, WE DEMAND that the Black Education Center BE GIVEN FACULTY STATUS WITHIN THE COLLEGE OF EDUCATION.

B. WE DEMAND that the Black Education Center be allowed to recruit and hire a full-blown faculty and that these faculty persons be placed on the tenure track.

C. WE DEMAND that courses in BLACK EDUCATION be established on a PERMANENT BASIS.

D. WE DEMAND that the Black Education Center be given a budget of sufficient size in accordance with the academic and administrative responsibilities of the program.

E. WE UNCONDITIONALLY SUPPORT the retention of DR. GREGORY THOMAS as chairman of the Black Education Center.

Inasmuch as this deals with a curricular matter within the College of Education, I have asked Acting Dean Anderson to respond to these issues. What follows is his reply:

The Black Education Program was created by the Dean of the College of Education as a Special Program in September of 1970. The program had three purposes: a) to develop a small number of courses to be electives for students in teacher preparation curricula; b) to stimulate other units in the College to develop courses responsive to minority interests in education; and c) to develop action and basic research activities that would be responsive to the learning needs of minorities in elementary and secondary schools.
College of Education program development policies allow for the Dean to establish Experimental or Special Programs for a period of not more than two years, after which time the College programs are to be reviewed by the Program Committee of the College Senate. The Program Committee at that point can recommend either that the program a) become part of the regular curriculum, b) be extended another year, or c) be discontinued.

Early in the Spring of 1972, the Program Committee reviewed the Black Education Program as required by these policies and recommended that the Program be continued for one year. A subsequent review in the Spring of 1973 called for another year's extension though serious dissatisfaction was expressed with the Program in that the original purposes had not been attained.

One of the greatest concerns relates to the nature and declining enrollment in the Black Education Program. The Program was intended to serve students who were preparing to teach in urban school systems. Yet during 1970-71 only 11% of the students enrolled in the Black Education Program were College of Education students. This percentage decreased each subsequent year and during 1973-74 only 6% of the students enrolled were College of Education students. The Program Committee further expressed concern that there had been little effort to stimulate other academic units to develop courses which were responsive to minority needs.

There was also considerable evidence that standards of program quality were not being maintained. A number of students enrolled for more credit hours in Black Education than could be justified, based on the limited Program breadth. Grades were inflated; 80.8% of the students enrolled in the Program during the Winter Quarter, 1974, were given A's, and 12.7% were given B's.

It was clear that the issues and imperatives relating to solving education problems in American cities were simply not being effectively resolved by the Black Education Program. While many of the experiences provided by the Black Education Program were relevant for persons preparing to teach in urban schools, these experiences were not being incorporated in the College teacher education curricula.

At the July 16, 1973, meeting of the College Program Committee, Professor Greg Thomas moved that "The Program Committee organize a Task Force to investigate problems confronting the Black Education Program and explore alternative administrative models for the development and implementation of programs after which time the College and Black Education Program in achieving the original status set forth by the Senate in 1971 or some suitable alternative." That motion was seconded and passed with no dissenting votes. The Task Force, comprised of Professors Herbert L. Coon, Fred C. Patterson, Janet Smith, Russell Spillman, Greg Thomas (ex officio) and Jon Higgins (ex officio), reported to the Program Committee on November 26, 1973, calling for the development of a permanent Urban Education Office. Further, it called for the establishment of an advisory board comprised of at least one member from each academic unit in the College of Education no later than January, 1974.

Acting on the Task Force report, the Program Committee recommended the following action which was approved by the College Senate in December, 1973.

1. That an Urban Education Office be formed for two years from the date of its establishment by the College Senate and evaluated at that time.

2. That Urban Education courses be developed and housed in the regular academic processes of the ten (10) Academic Faculties of the College of Education and the School of Health, Physical Education, and Recreation. The Urban Education Office will continue to offer existing courses in Black Education until these are re-developed as regular Academic Faculty course offerings within the two-year period. Otherwise, they shall be terminated at the end of the two-year period.

3. That the Urban Education Office work to recruit urban teachers on both in-service and pre-service levels as well as working with community agencies and expanding urban education field experiences. The Urban Education Office will be coordinated by a director working with an advisory board comprised of at least one member from each Faculty in the College of Education and the School of Health, Physical Education, and Recreation. These members should be selected by the respective Faculties and the School. The advisory board will select a chairman from its membership. The purpose of the advisory board will be to provide for the structure, policy and development of the Office services (Faculty course offerings, field experiences, recruitment, in-service and
pre-service efforts, coordination with community agencies and resources, research and development activities, etc.). This advisory board should be operative no later than January, 1974, and the Office should be established no later than July, 1974.

These important decisions were not generated administratively—rather they were made and approved by scores of representative professors, students and administrators who reviewed the purposes and achievements of the Black Education Program and the impact or lack of impact of the Black Education courses.

The Urban Education Advisory Board is committed to doing effectively the job that is needed and has been actively engaged in studying the many facets of the problem since January, 1974. This Board is chaired by Professor Rick Relsey and is made up of the following persons: Donald Bateman, Lonnie Wagstaff, Ralph Bates, James Buffer, Herbert Coon, Paul Klohr, Robert Lange, E. Lamont Olsson, Janet Smith, Neal Vivian, Greg Thomas (ex officio) and Associate Dean Severino (ex officio).

This Board is currently studying the program and other responsibilities of the projected Urban Education Office. The final recommendations of the Board are expected in sufficient time to establish the Urban Education Office by July, 1974. In the meantime, discussions tend to indicate that the new program thrust will complement the current college emphasis on field-based instruction and research and in-service education.

In spite of the fact that, due to an enrollment decline, the College of Education budget is being decreased significantly in 1974-75, a larger amount of resources will be committed to the Urban Education Office for 1974-75 than was committed to the Black Education Program in 1973-74. In addition, the efforts of persons in other academic unit programs will be redirected towards this endeavor and will expand substantially the support of the Urban Education thrust.

The third set of demands dealt with the employment situation of Rose Mary Sloan, an employee in the Office of Residence and Dining Halls. It read as follows:

III. THE FIRING (OR NON-RENEWAL OF THE CONTRACT) OF ROSE MARY SLOAN, OFFICE OF RESIDENCE AND DINING HALLS.

A. WE DEMAND that sister ROSE MARY SLOAN be reappointed to an administrative position in the OFFICE OF RESIDENCE AND DINING HALLS which serves the interests of Black people.

B. WE DEMAND that sister ROSE MARY SLOAN be placed in an administrative position which UNALTERABLY protects her from the BLATANT, RACIST PROCLIVITIES of her administrative supervisors.

The entire matter of Ms. Sloan’s employment and termination is now being considered under the grievance procedure of the Office of Affirmative Action. We anticipate that Office will render its findings by the week of May 28 and shall immediately make those findings public.

The procedure being followed is one that is orderly and fair. The University shall not sanction the arbitrary or capricious termination of any employee, but neither shall it act upon the mere allegation that such a termination was improper.

The remaining demands dealt essentially with this University's Affirmative Action Program in the recruitment of minority persons as students, faculty and staff members.

IV. BLACK FACULTY

A. WE DEMAND that effective steps be taken to assure that the current Black Faculty people be retained and that a significant number of additional Black faculty be recruited.

B. SPECIFICALLY, WE DEMAND a re-examination of University tenure and promotion policies as they affect the retention of Black Faculty Members.

C. FURTHERMORE, WE DEMAND an evaluation of recruitment policies in EVERY DEPARTMENT, COLLEGE, AND SCHOOL ON CAMPUS, with a view to requiring those units who do not have a significant number of Black faculty members to establish and publish programs for effective Black Faculty recruitment.

In an April, 1971, report to the University community, a number of specific actions and activities to be adopted as part of the University's Affirmative Action Program were delineated. In this first report it was stated:

The greatest deficiencies of the University are currently identified as the under-representation of minorities and women in top level administrative and professional positions and in faculty ranks. It appears that the problem in providing equal opportunity at The Ohio State University in
all realms and at all levels is not so much that the total number of minorities and women is inade-
quately, but rather that they are concentrated in certain stereotyped positions and job classifica-
tions, e.g., office and clerical for women, service work for blacks and in the faculty ranks—home economics and nursing.

Since that report, a wide variety of actions has been taken by the University. Tenure and promotion policies of the University are under continuous scrutiny and review. On the basis of the substantive evidence available to the University, we are not aware that these policies have resulted in disparities in either the selection process or in promotional opportunities for blacks. Actions have not only been taken to revise employment policies and procedures, but also explicit attention has been given to the recruitment, placement and promotion of women, blacks, and other minorities. A review of the current employment data substantiates the fact that minorities, and especially blacks, have been appointed and are far more involved at all levels of the University.

The problems of increasing the numbers of women and minority persons in our professional staff are deep seated. Injustices and social mores of the past raised barriers to admission in our graduate and professional programs. The effects can be seen in the number of doctoral degrees earned by women and minorities. In 1968, it was estimated that not more than 8,000 blacks in the United States held the earned doctorate.

Parenthetically, The Ohio State University can note with great pride that it has graduated more black Ph.D.'s than any other university in the country. Given the above situation and the fierce competition which has recently developed among institutions of higher education in the employment of women and minority individuals, the achievement of our goals will continue to be extremely difficult. In spite of this, however, I am pleased to report that we have made, and are making, progress. From October, 1969, to October, 1973, the number of black faculty appoint-
ments has grown from 48 to 134—an increase of 176%. This total now represents 4.5% of all faculty appointments. We shall continue our efforts in this regard.

The fifth and seventh sets of demands dealt with the recruitment of black students and financial aid.

V. BLACK STUDENT RECRUITMENT

A. WE DEMAND that a policy of significant Black Student Recruitment be EMBRACED. WE DEPLORE the diminishing program that is now in effect. WE DEMAND, SPECIFICALLY, that a MINIMUM of 600 Black students be recruited each year under the FRESHMAN FOUNDATION PROGRAM.

B. THE RECRUITMENT OF BLACK STUDENTS IN PROFESSIONAL SCHOOLS IS A MAJOR SCANDAL. WE DEMAND that immediate corrective steps be taken to assure adequate repre-
sentation of black people in professional school programs. While we recognize that vigorous recruit-
ment efforts have been taken at the graduate level, we are ALSO AWARE OF THE FACT that this program is very new and requires continued support and expansion.

VII. WE DEMAND financial aid for black students be increased to conform with the skyrocketing costs of university fees and other expenses.

In addition to other ongoing recruitment programs, a series of special programs directed towards blacks and other minority students has been conducted since 1970. The number of black students enrolled in post baccalaureate programs has increased 106% over that period, and the overall enroll-
ment of black students in the University has increased by 90%. The percentage of minority students who are new first-quarter freshman now make up 8.2% of the total new first-quarter freshman enrollment, and that percentage has been increasing since 1970.

All progress, of course, has its price—and progress on this front has been no exception. The Office of Minority Affairs had increased its budget to $160,550 last year, more than $133,000 of which was from the OSU Instructional and General budget. This year, we have allocated more than $161,000 from the OSU budget alone. The Freshman Foundation Program financial aid program is budgeted at $1,650,000. In addition, we have allocated $272,000 for minority graduate fellowships and an as yet undetermined amount for work-study and student loan programs in which minority students will share.

In all, we estimate that this year's expenditures for specific support programs for minority students, including the share of tuition and fees, for black students, will be some $5,475,000. Of this, more than $1.7 million will be direct OSU support. This compares with a $4,451,000 total, and a $1.4 million OSU funding level during 1972-73. The remainder of these funds are from federal, state and private sources, though the total does not include the amount which will be received by minority OSU students through the Ohio Instructional Grants program.

Also important is the retention of minority students
and the need to make education relevant to their needs and interests. Our Developmental education budget this year is $217,000. The budget from OSU funds this year for our Department of Black Studies and for new programs in Afro-American History and in the Humanities is $353,592. The Ohio Board of Regents has also acted favorably on the proposal previously approved by our own Board to establish a master's degree program in Black Studies at Ohio State. In addition, we have begun through the Office of Student Services the development of several extra-curricular programs designed especially to meet the needs of minority students (e.g., the Black Choir, the Black Arts Society, and Our Choking Times) at a budgetary cost of $34,000 this year.

The University will continue its policy of minimizing increases in tuition and dormitory fees. Neither instructional or general fees have been increased since 1972. The University's policy is also to continue developing student aid packages that include the current level of tuition and dormitory expenses.

The sixth demand dealt with the recruitment of blacks for administrative positions within the University.

VI. A BLACK VICE-PRESIDENT

WE DEMAND A BLACK VICE-PRESIDENT TO REPRESENT THE INTERESTS AND NEEDS OF BLACK PEOPLE AT THE HIGHEST LEVEL OF UNIVERSITY ADMINISTRATION.

The establishment of a vice presidential position to deal with each and every problem or circumstance does not lead to better organization or better problem-solving capability. If those problems which affect blacks and others at this institution are to be resolved in satisfaction of everyone, nothing less than a total effort by all offices and agencies within this University is required. The University is not only committed to taking this positive course, but reaffirms its pledge to make every constructive effort to assist blacks in realizing their potential at the University.

We shall continue to seek out women, blacks, and other minority persons for positions in the highest levels of the University administration.

The final demand dealt with the University's affirmative action.

VIII. AFFIRMATIVE ACTION

AFFIRMATIVE ACTION on this campus is a farce. Black people are still concentrated primarily in menial university staff positions. We demand that a comprehensive examination of affirmative action policies and the institutionalization of preferential hiring and promotion of Black people to compensate for past policies of Black exclusion.

We believe that the University's Affirmative Action Program, since its creation less than four years ago, has made very substantial progress at Ohio State in promoting equality of opportunity in education and employment. Yet, we have no illusions about the difficulty in finding solutions to some of the deficiencies already identified in the University's efforts to address the concerns of women, blacks and other minorities. We are keenly aware of a number of long-standing problems which have not been adequately remedied and consequently demand our continued attention and concentrated efforts. We are, however, moving to eliminate those deficiencies as solutions are found.

Beginning in 1970 with the implementation of the University's Affirmative Action Program, and each year since that time, a complete inventory of the University's work force has been conducted. This approach was selected because it provides reliable data on which to base an evaluation of the utilization of women, blacks and other minorities, and serves as the basis for the development of goals for those areas which indicate a need for improvement. Specifically, each department is required to provide data on the total number of employees by race, sex, and job category. In addition, departments are required to provide the results of their analysis of:

1. Recruitment, appointment and utilization of blacks and women for the previous two years.
2. The selection and appointment process during the period of the report.
3. Recruitment procedures and recruitment sources, including a list of the channels through which blacks and women have been recruited.
4. Specific steps taken to increase the number of minorities and women in the department or area.
5. Problem areas and projected methods for overcoming them.
6. Specific objectives by target dates for measuring achievements related to the appointment of minorities in the area.

An examination of the record of the University's efforts devoted to minority concerns and issues during the past four years should dispel the notion that the University has done or is doing nothing to improve opportunities for women, black and others. It is clear that the University has not only increased it responsiveness to the needs and aspirations of women, blacks and other minorities, but also its commitment to working towards the resolution of problems that exist.
Ohio State University has a continuing commitment to racial progress. We have not wavered in this commitment or slackened in our efforts. Nor do we intend to do so.

On the other hand, the University cannot allow itself to be forced by unilateral demands—based only on loose charges—into unwise academic, administrative or personnel decisions. To do so would not only abdicate our public trust, but would betray our legitimate purpose of true progress in these areas of need.

I can only hope that the full disclosure of information and views on these issues will open them up to fair-minded discussion. It is to this kind of exchange that this University is dedicated, and it is through this process that the best decisions will be made.

Sincerely,

[Signature]

Harold L. Enarson
President
Affirmative Action chief sought

By Karen A. Welzel

A national campaign for qualified individuals to compete for Ohio State's Director of Affirmative Action post begins today in hopes that President Harold L. Enarson can select an appointee by Winter Quarter.

The new director will succeed Madison H. Scott, who was promoted to vice president of personnel services in July. Scott is serving as director of Affirmative Action until his successor is chosen, said Eric R. Gilbertson, special assistant to the president.

THE CAMPAIGN is planned to bring the opportunity to as many people as possible said Edna L. Fritz, director of the School of Nursing and chairperson of the search committee for the director of affirmative action. The committee will make inquiries to University academic departments to generate candidates within Ohio State, she said.

The search committee, composed of nine faculty members appointed by Enarson in August, will accept applications until Oct. 10 and hopes to have five candidates submit to Enarson by mid-November, Fritz said. Over 100 applicants are expected, she added.

Fritz said the committee wants candidates who will familiarize themselves quickly with various elements of the University since the director's job involves strong interaction with personnel and students.

SCOTT, who has held the position since 1970, said the new director should be "one who has a clear understanding of and regard for the traditions and values of this University, a demonstrated capacity for leadership, strong personal commitments, insights and understanding and a willingness to experiment with change."

"It has been my experience that many people have notions that Affirmative Action is the mechanism or the process which should be used to solve all of our problems on campus," Scott said. "This simply isn't true and has caused a lot of confusions and misunderstandings about what Affirmative Action is all about."

Scott said Affirmative Action is designed to take whatever action is necessary to make sure women and minorities are given an equal chance to participate in the University. It ought to be concerned with programs and actions that eliminate practices that are fair in form but which, for any number of reasons, have had unfair implications for women and minorities, he said.
Affirmative action head named

By Tricia Molloy

Johanna S. DeStefano, associate professor of early and middle childhood education, was appointed as associate director of the Affirmative Action Program at Friday's Board of Trustees meeting.

DeStefano succeeds Elaine Hairston, who resigned August 31.

HOWEVER, DESTEFANO was already on the job on Jan. 2. Enarson said DeStefano's recommendation would have come before the December Board of Trustees meeting, but that meeting was postponed until January.

DeStefano was one of seven people recommended to the administration by a 10-member search committee headed by Francille Firebaugh, director of the School of Home Economics.

According to Firebaugh, the search committee's list of candidates for the job was given to Madison Scott, executive director of personnel services and director of the Office of Affirmative Action, on August 29. DeStefano's appointment was not announced until Dec. 13.

ERIC GILBERTSON, special assistant to the president, said the administration conducted extensive interviews of the candidates after receiving the list. He said the job was offered to DeStefano in mid November. The decision was meant to be announced shortly before the December Board of Trustees meeting.

Enarson said DeStefano was the first and only person offered the post. Firebaugh said she is "very optimistic about the decision" to appoint DeStefano to the position. She said DeStefano has demonstrated a strong concern for the status of women.

The associate director assists in the administration of the Affirmative Action Program, advises groups and individuals with problems concerning women and researches various discrimination charges.

THE LACK of a full-time associate director of the Affirmative Action Program was one reason given by the Women's Caucus Autumn Quarter in requesting that Health, Education and Welfare investigate the University on charges of discrimination.

DeStefano will not be working full time in this position. She said she will continue to teach two classes a year, advise students and keep up her research. She feels this will give her a broader perspective of the University.

DeStefano has a B.A., M.A. and Ph.D. from Stanford University. Her academic specialty is in applied linguistics.

DESTEFANO SAID her job deals with all women faculty, staff and students at Ohio State. "I am still in the process of setting up priorities."

However, DeStefano said one of the major goals of her job will be to get women to understand that they are not limited to five career choices: teaching, secretarial work, nursing and health support jobs, waitressing and cleaning work.

DeStefano is co-author of "Guidelines on Combatting Sexism in Language." She is now working on a project of studying the stereotypes of women's language and how it affects the role of women in society.
Male profs average $2,698 more

Female faculty earn less than men

By Melissa Green
and Lois Short
1976

Female faculty on campus are paid less than their male counterparts, according to statistics gathered by the Research and Information Office at Personnel Services. However, University women interpret the statistics in different ways.

The average salary in 1975-76 for male faculty members with nine-month contracts was $21,348 while the average salary for women with nine-month contracts was $15,716.

Statistics reveal the greatest disparity is at the level of full professor where the average nine-month male faculty member earned $26,008 and the average female faculty member earned $23,310. Salary differences decrease as rank drops from professor to instructor.

Women, however, tend to be clustered at the lower ranking levels. There are 19.5 female professors and 79.35 female instructors.

STATISTICS FROM 1972 and 1975 show the number of male professors had increased from 449.65 to 488.75 while the number of female professors has decreased from 24.50 to 19.50.

These figures are not head counts, but are fulltime equivalents or composites of the actual course load taught by each faculty member, according to the Research and Information Office. For example, a professor is counted as .5 if he only teaches 50 percent of a full-time load.

Statistics must be interpreted carefully, according to Bonnie Garvin, instructor in the School of Nursing and former chairperson of Committee W.

Committee W is a standing committee of the American Association of University Professors. It is concerned with the status, economic or otherwise, of faculty women.

Garvin admitted salary disparities could be due to differences in a faculty member's number and quality of publications. So far, however, these considerations have not been documented, she said.

FACULTY, REGARDLESS of their sex, who have degrees from prestigious universities may have better chances of being hired, Garvin said.

Ann Foster, co-chairperson of Committee W and assistant professor in the College of Social Work, said, “Basically women are paid less and the trend continues despite laws which make it illegal.” Discrimination by sex violates Title 7 of the Civil Rights Act of 1964.

Foster said women with the same qualifications as men are being paid less in the College of Social Work. Salaries were documented by women faculty in the college and show the discrepancies in starting pay.

One example lists a female faculty member hired and classified as an instructor at $9,127. A male with the same qualifications was hired and classified as an assistant professor at $9,576.

Ann Foster, assistant professor in the College of Social Work, reports that Ohio State women faculty are paid less than the men.

THIS CASE and others were presented to the University but nothing came of it, Foster said. “If a woman wants to get aid, she ought to go outside the University to the Ohio Civil Rights Commission (OCRC).”

If OCR found a complaint legitimate, it would request the University to make an adjustment, Foster said. If the University refused to comply, OCR would further investigate the matter and try again to negotiate with the University. As a last resort, the University would be served notice of public hearing, she added.

Foster, bases some of her own grievances on her own experience. “I've worked here 20 years and the University gives me no credit for it at all,” said the assistant professor.

People are being promoted on the basis of “wheelin' and dealin',” she said.

Kathryn Schoen, associate provost for faculty, disagrees. “At one time women were inclined to be bypassed. I don't believe it is so today.

“If a woman remains at the rank of instructor, it is often found she doesn't have the experience and academic qualifications to run the gamut of the academic ranks,” she said.

ELAINE HAIRSTON, assistant vice president of Registration Services, said, “At Ohio State a lot of groundwork has already been laid,” in the move to end discrimination against women faculty.
One advance she cited was the network of affirmative action liaison officers which monitor problems and provide a direct channel between the Affirmative Action Program and college offices.

Another advance has been the University Personnel Postings published weekly by the Office of Personnel Services, Hairston said. These "green sheets," instituted about two years ago, list open posts at the University, she added.

Now anyone can have a fair "crack at the jobs," and perhaps more women will apply to areas which previously included only males, Hairston said.

OHIO STATE had the Affirmative Action Program in its operating manual before other Big Ten universities had even developed their programs, she said.

Foster said, however, the University is not really committed to correcting inequities. The affirmative action measures taken by the University are just tokenism, she said.

Charles Batey, director of Affirmative Action since June, said the program's primary aim is to increase the number of qualified minorities, women and handicapped in the University's work force.

"As far as I'm concerned," he said, "our main concern is to increase the number of female faculty."

"You just can't change the entire system overnight," Hairston said. "There are only 'X' amount of vacancies."
Training sessions in operation

Affirmative action ideas studied

By Maggie Smith

A spokesperson from the Office of Affirmative Action said Tuesday she generally agreed with the conclusions and recommendations set forth in a report on affirmative action released last week.

The report, released last Thursday by the Commission on Women and Minorities, contains more than 100 recommendations on how to sustain, strengthen and improve affirmative action at Ohio State.

Sue T. Kindred, associate director of the office, said some of the recommendations in the report have already been acted on.

Charles F. Batey, director of the office, was out of town and could not be reached for comment. Other administrators said they have not studied the report closely enough yet to be able to comment on it.

After 18 months of work, the commission released its report and was dissolved, saying action on the recommendations now lies with University President Harold L. Enarson and the Board of Trustees.

AMONG THE conclusions and recommendations in the report, the commission included:

- There is little evidence that at any time has affirmative action been self-generated within the regular processes at the University.
- Affirmative action should be decentralized and become the responsibility of each University unit. Each College Dean should establish an Affirmative Action Coordinating Council which must include women and minorities.
- The terms "equal opportunity" and "affirmative action" should be clearly defined in the University Operating Manual.
- The University should frequently hear from an active, innovative Office of Affirmative Action, regarding whether objectives are continually met.

Kindred said she agreed that affirmative action should be decentralized. The committees, however, must presently be initiated within the departments, she said, and in some cases, departments have already begun to form committees on their own.

Batey has met with each of the colleges and departments to discuss the formation of committees, she said.

The Department of Psychology has established a committee and other departments have called Kindred to help them form committees.

"It's in the beginning stages, but it is happening," she said.

KINDRED SAID there is a definite difference between "equal opportunity" and "affirmative action."

Equal opportunity is only allowing the opportunity for employment and education, she said, while affirmative action is the active seeking of minority members' and women's input. Kindred said she agrees with the issue of defining the terms in the University Operating Manual, she said.

A series of training sessions has started for the Affirmative Action Liaison Officers Committee, so they can be as well-informed as the Office of Affirmative Action and act as resources for the University community. Kindred said they plan to broaden the seminars to include others and educate the community, she added.

The liaison officers committee is comprised of 30 members nominated by their college or department and approved by Enarson, she said. By holding the seminars, they hope to strengthen the committee, she said.
Enarson holds OAA’s real power

By Maggie Smith

The real power behind the University’s Office of Affirmative Action (OAA) lies with President Harold L. Enarson and not with the office itself, according to Sue T. Kindred, associate director of OAA.

Kindred said Enarson has told OAA it has the “full cooperation and authority” of his office.

Yet OAA, formed in 1969, has no power to enforce sanctions on University colleges or departments which are in violation of affirmative action guidelines, she said.

Any direct action against a department would be on Enarson’s authority, Kindred said. “Our power is more through teaching, education and persuading.”

Kindred said OAA has the power to investigate any department or unit at any time to determine if violations of affirmative action exist, but the office doesn’t use the power. “We don’t want to go sneaking around counting people” to see if everyone is in compliance, she said.

The Commission on Women and Minorities, which just released the findings of its 18-month study on affirmative action at the University, said it also has no power to enforce its recommendations. The final responsibility lies with Enarson and the Board of Trustees.

Enarson is presently out of the country and unavailable for comment.

Eric R. Gilbertson, a special assistant to the president, has read the report but said he needs time to absorb it before he comments.

Jill A. Breslau, a national lobbyist for affirmative action associated with the California Public Policy Center, said the only way to get action on affirmative action issues is through suits filed by minority, women’s and public interest groups.

STUDIES CONDUCTED at the center have shown affirmative action will never prevail on university campuses until the offices no longer report to the administrations and do not receive their funding from them, she said.

Community affirmative action boards, with the power to impose sanctions on violators, should be established to enforce affirmative action guidelines, Breslau said.

In the case of a university, board members would include students, residents of the area and members of concerned interest groups, Breslau said.

Most of the action taken on affirmative action violations within the University result from grievances filed by people who feel they have been discriminated against by the University, Kindred said.

Kindred said OAA first responds to complaints with an informal investigation of the grievance. If the complainant is not satisfied with the informal investigation or no resolution is reached, he may follow

THE OFFICIAL grievance procedure involves four steps. The complainant first takes up the grievance with his supervisor, who must inform him within three days of his decision on the grievance.

After this, the complainant may take the grievance to his unit head, then to his department head and finally to Madison H. Scott, vice president for personnel services, if he is not satisfied with the results from the previous steps.

Kindred said as a courtesy, OAA informs a department chairperson when a complaint is filed against his department. OAA may be involved in any step of the grievance procedure, by consultation with the parties involved, or as a source of information on affirmative action.

Time limits are set for each step of the procedure and the maximum amount of time the entire process can take is 24 days.

Many employees are unwilling to go through the formal procedure “because they fear for their jobs,” Kindred said.

An individual can also go outside of the University to complain about affirmative action violations, with or without having gone through the formal procedure, Kindred said. This can be done by hiring an attorney or going to the American Civil Liberties Union or the Ohio Civil Rights Commission (OCRC), she said. The grievance procedure may take two or three years outside the University, she said.

Rebecca L. Smith, a compliance officer for OCRC, said it also has a formal procedure for grievances filed with OCRC. OCRC has five members who are appointed by the governor for five-year terms, she said.

Smith said OCRC also has the power of self-initiated investigation, but is not presently using it due to a lack of time and money. So, OCRC takes no action on violations of affirmative action laws unless someone files a complaint, she said.

Complaints are filed at the OCRC regional office where the establishment in question is located, Smith said. She said the University is under the jurisdiction of the southeast regional office.

BEFORE ANY charge of discrimination is investigated by OCRC, they check with the University to determine the merit of the charge, she said. If the charge does have merit, the case will be assigned to an investigator, Smith said.

If the commission feels the person was discriminated against, it sends the case back to the original regional office.

The regional office then tries to establish an agreement between the two parties. If an agreement is reached, the commission may approve it. If an agreement is not reached or is not approved, the case is sent to the attorney general’s office to be prepared for public hearing, Smith said.

The hearing is held by the attorney general’s office in the county where the violation took place, she said, and a final agreement is
Kindred: "Our power is more through...persuading."

Kindred said the Office of Civil Rights of the Department of Health Education and Welfare (HEW) also has the power to investigate universities for compliance with their affirmative action guidelines. Though they have investigated several other universities, HEW has not officially investigated Ohio State, Kindred said. She said this is because the University is in compliance with HEW guidelines and has submitted required documents before being requested to do so.

Kindred said the University must be in compliance with HEW guidelines within a certain time period or HEW can withhold federal funding from the University.

HEW has enforcement power over universities in the enforcement of civil rights laws and Executive Order 11246, which imposes equal opportunity requirements upon all federal contractors.
Affirmative action office could comply with bill

By Robin Morris

The Ohio State Office of Affirmative Action would have no problem complying with the requirements of Ohio Senate Bill 4 (SB4) mandating state agencies to file affirmative action progress reports with the Ohio Civil Rights Commission (OCRC).

Charles Batey, director of the Office of Affirmative Action, said, "We would submit the report to the state just like we submit one to the federal government."

If the bill, passed Tuesday by the Senate, is approved by the House and signed by the governor, it would establish a central office in Columbus where reports would be filed.

The reports would be used to "make periodic surveys of the existence and effects of discrimination because of race, color, religion, sex" or handicaps, according to the language of the bill.

OCRC would report the findings of the surveys at least once a year to the general assembly and the governor. The report would describe in detail all investigations, hearings and the outcome of discriminatory charges, and make recommendations for legislative actions.

Reports on affirmative action progress and programs are currently being written, said State Sen. William F. Bowen (D-Cincinnati), sponsor of the bill.

But these reports are given to the federal government. The bill would disclose "the knowledge that is needed to create equality among people under the law," in Ohio, said State Sen. Marigene Valliquette (D-Toledo).

Even though progress reports are being written, the investigations, recommendations and the central office to keep the materials are not present, Bowen said.
More women now seeking non-traditional degrees

By Laurie Mendel

More women are seeking on-traditional undergraduate degrees at OSU and on campuses across the country according to recent statistical reports. Since 1948 there has been a gradual and steady increase of women enrolling at Ohio State, said a representative of statistics and registration services.

In 1969, 15,828 of 39,140 students were women representing 40 percent of the total undergraduate population. This autumn quarter, women make up about 46 percent of the undergraduate enrollment with 20,849 women out of a total of 44,961 students. And the colleges and fields of interest have also changed during the past decade.

Many attribute the rise in the number of women to the return of older students in the over 25-year-old age bracket.

According to a UPI report, the number of men in college increased 16 percent while the women's attendance figure climbed 56 percent due to the increased number of older students and junior colleges.

Although there is only a 6 percent increase in the overall number of women at Ohio State, some colleges and departments have seen a marked increase of women students in the past decade.

Administrative sciences had about 5 percent women enrollment about six years ago and now about 30 percent of the students are women, said Robert Georges, associate dean of administrative sciences.

He attributes this climb to the "invisible hand of the market place—the jobs are there and recruiters want women," he said.

In fact, he said that one-half of the colleges top undergraduate students—having the highest scholastic average—are women.

Because of more job opportunities and openings for women the percentage of enrollees in administrative sciences has grown every year, he said.

Georges also noted an increase of women in their 40s and 50s returning to school. Areas of particular opportunities include accounting, computer sciences and marketing, he said.

The College of Engineering also has experienced a significant rise in the number of women students, said Marianne Mueller, director of women's programming in the College of Engineering.

Women used to be afraid to enter a field like engineering because it would be labeled "unfeminine," she said.

Women are realizing that they too can excel in math and sciences and be engineers. Many are achieving good grades and have fantastic opportunities when they graduate, Mueller said.

Ten years ago there were only 19 women in the College of Engineering. This year architecture and engineering students represent about 12 percent or 749 of 5924 of the class this quarter, she said.

In the College of Agriculture women enrollment has increased from about 10 percent of students five or six years ago to make up about 33 percent of students this quarter, said Austin Richie, dean.

Richie said that more women are enrolling in the field because they find it interesting and can compete with as much competence and enthusiasm as their male peers.

He also attributes the recent emphasis on equal opportunity and work movement to the rise in the enrollment.

There has been a general trend of growth in the agriculture school itself from 1,400 students in 1960 to about 2,300 this year. However, the last two years have leveled off some, he said.

In the Colleges of Arts and Sciences, during 1969 about 30 percent of 2,659 of 8,780 students were women, excluding the College of Arts. This quarter 2,075 of 4,656 students or 44 percent are women, according to statistics and registration services.

The larger numbers of students in Arts and Sciences during 1969 may be due to the amount of students that could have been enrolled in University College, said the representative.

The School of Journalism, part of the College of Arts and Sciences, has also seen an increase in the past decade. In 1969, about 40 percent of the students were women while this autumn quarter about 58 percent are women, said John Clarke, professor of journalism.

Clarke said many women are choosing journalism as a "second profession" which gives them increased flexibility to move with their families. He also cited an increase in older journalism students.

The more traditional fields of home economics and education still have an overwhelming majority of women although both colleges have experienced declines in enrollment over the past ten years.

According to Mable Sarbaugh, associate director of home economics, there has been a decrease in enrollment during the past two years with no determination of the causes.

The school has been about 85 percent women, she said. There are 1,181 students including fresh men in the school.

Home economics is interested in recruiting men, she said, although the option of restaurant management has traditionally attracted men.
President's Statement on Affirmative Action

In the Report of the Commission on Women and Minorities the following recommendation is made:

"A clear, precise, well defined policy statement on affirmative action objectives, authored and disseminated from the Office of the President, to be administered by the University's middle management, is critically needed, and recommended by the Commission."

As a contractor with the federal government and a recipient of federal funds, the University is subject to legislation and administrative regulations dealing with equal opportunity and affirmative action. These include Title VII of the Civil Rights Act of 1964, Title IX of the 1972 Education Amendments of the Higher Education Act, Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and Executive Order 11246, as amended. It is under this Executive Order that "affirmative action" requirements arise, and it is from this order that the Department of Health, Education and Welfare has taken its authority to require colleges and universities — among others — to adopt affirmative action policies and plans.

On November 30, 1977, The Ohio State University entered into an agreement with H.E.W. based on that Department's regulations under this Executive Order. This agreement set forth specific affirmative action policies to which the University is bound. Although the terms of this agreement are now the subject of a dispute between two federal agencies, the University intends to fulfill the terms of that agreement.

More important than the pages of regulations and the force of law, however, is the moral obligation on educational institutions to rectify the pervasive results of past discrimination. We undertake affirmative action because — to put it simply — it is right to do so.

The recent decision of the United States Supreme Court in the Bakke case gives recognition to the valid, substantial interest of a state-supported university in pursuing affirmative action in its admissions programs so as to achieve the objective of a diversified student body. With that decision as our guide, the University will continue its efforts to recruit and retain more female, minority and handicapped students.

Affirmative action — in another very important dimension — affects how we make personnel decisions and judgments. These decisions are never simple. Reduced to its essentials, affirmative action involves the recognition that equal opportunity will not come about unless and until those factors — both the obvious and the subtle — which have resulted in discrimination are aggressively rooted out and changed. It does not require preferential treatment or "reverse discrimination" either for or against any person or classes of persons. It does require a recognition that past personnel recruitment practices may not have provided some persons with the opportunity to compete for employment opportunities, and that the traditional criteria upon which personnel judgments have been made often fail to measure adequately the potential of persons who have not been the beneficiaries of all of society's privileges and opportunities.

Personnel decisions, basically, require judgments about human potential: how a person will perform if hired, or how he or she will continue to perform after they are promoted or tenured. As such, these judgments are in part necessarily subjective. In assessing a person's potential, we must consider whether or how a person's sex or racial background may have affected the opportunity he or she has had to demonstrate success by traditional measurements of academic, administrative or technical performance. We should consider, for example, whether or how the responsibility for child care impacted on a person's achievements as measured by traditional criteria. And clearly we should consider whether the potential of a handicapped person is accurately measured by traditional criteria.

There are a host of other subjective considerations that can be taken into account in making judgments as to human potential. Affirmative action requires that we carefully consider how handicap, race, or sex have impacted on the degree to which a person's potential can be assessed by traditional and standard criteria. There are no formulas to be applied in making these judgments; they require always thoughtful consideration.

Affirmative action does not, must not, involve a lowering of academic standards. It does, however, require that our recruitment procedures ensure that we seek out qualified persons who have not been recruited in the past. It also requires a constant process of examining our standards and re-evaluating the degree to which they measure each individual's potential. Affirmative action does not require that we hire, retain, or promote any person other than those who have the best potential for high quality academic, administrative or technical performance. But it does require that we be certain that the criteria upon which we are making a judgment are not unfairly discriminate.

The University is under a strong obligation — moral and legal — to play an important and leading role in eliminating the effects of discrimination to our society based on race, sex, and physical handicap. This conviction — this commitment — is an important part of our mission, and one to which all of us must devote substantial and sustained effort.
OSU Affirmative Action: Operating Procedures

The Ohio State University will aggressively pursue affirmative action. We will examine all personnel recruitment procedures and policies affecting hiring, retention, promotions, student enrollments and student services, and we will encourage qualified women, minorities and handicapped persons to compete for educational and employment opportunities.

The Offices of Academic Affairs, Personnel Services, and Affirmative Action will be jointly responsible for the implementation of the affirmative action program.

All personnel decisions and educational and student services programs will continue to be reviewed by these offices to ensure that the evaluations involved have accorded fairness to all individuals affected, and that all personnel have access to grievance procedures to process any complaints in this regard. The Office of Affirmative Action will investigate and report regularly to the President, the Provost, and the Vice President of Personnel Services as to the merits of such complaints.

1. Recruitment and Retention

(a) Recruitment and retention efforts in the University should continue to focus on providing significant employment and advancement opportunities to all qualified persons.

(b) In addition to efforts to extend beyond the traditional methods, OSU will continue to strengthen and develop new recruiting methods and channels of recruitment. Although traditional methods and channels of recruitment can be used to locate minorities, women and handicapped persons, affirmative action requires an expanded search network and recruitment methods designed especially to identify and attract all qualified persons. The OSU Office of Affirmative Action will assist in the coordination of this “expanded search network.”

(c) In addition to the phrase “An Equal Opportunity/Affirmative Action Employer,” the Office of Affirmative Action, where appropriate, will continue to encourage instructional and administrative units to employ the phrase “Qualified women and minority and handicapped persons, as well as others, are encouraged to apply” in job announcements, recruitment literature, advertisements and pertinent correspondence.

(d) All regular positions at OSU, including faculty and administrative positions shall continue to be announced in the weekly University Personnel Posting document.

(e) The University will systematically monitor the race, sex or handicap of applicants for positions in units where the underutilization of such persons has been found to exist, and will determine how to encourage women, minority and handicapped persons to apply to OSU for employment.

(f) The University will conduct exit interviews with employees leaving University employment to determine whether the reasons for leaving were the result of policies or practices which discriminated against them on the basis of race, sex or handicap.

2. Employment and Placement

(a) Screening procedures, involving interviews and tests, and standards of qualification must be fair, reasonable and position-related.

(b) Affirmative action requires the periodic examination of employment related screening procedures to ensure that they do not have an invalid disparate effect on minorities, women and handicapped persons.

2. Promotions and Transfers

(a) The University will develop the resources of persons currently employed, on a need basis, to provide training and educational opportunities for advancement preparation.

(b) Staff retention, reductions in force, recall and transfer shall be made in accordance with state civil service requirements. Affirmative action requires periodic review of such actions to ascertain whether conditions have an invalid disparate effect on minorities, women and handicapped persons.

4. Compensation

The University regularly and systematically will examine the compensation paid to faculty and staff to ensure that such compensation is based on valid non-discriminatory factors. If compensation disparities are found to exist that cannot be explained otherwise than by race, sex or handicap, equitable adjustments will be made.

5. Contract Compliance

The University will require all contractors to provide employment to any qualified person and will notify contractors of the University’s policy of nondiscrimination.

6. Educational Programs and Student Services

(a) The University will develop programs to encourage the enrollment of women, minorities and handicapped persons in all educational programs in which such groups are underrepresented.

(b) Opportunities for training, course work, student teaching, admissions and other programs shall be available to students without regard to race, sex or handicap.

(c) Tests and evaluations related to admissions requirements shall be continuously evaluated to assure that discriminatory biases are removed.

(d) Student financial aids shall be available to all qualified persons regardless of their sex, racial or handicap status.

(e) The University will remove discriminatory barriers that affect participation in campus sponsored activities.

(f) Equal opportunities of the placement of students in either full-time or part-time employment, references and referrals given graduates and other such assistance shall be provided without regard to race, sex or handicap.

(g) Students have the right to pursue complaints regarding discriminatory acts or policies through University procedures provided for that purpose.

7. Continuing Review

(a) The affirmative action efforts of all instructional and administrative units will be reviewed annually as part of the overall budget review process.

(b) The nature and extent of good-faith affirmative action efforts also will be considered in the review of the performance of administrative officers.

(c) Affirmative action efforts will be one of the criteria used in determining the allocation of funds for creating new positions and filling vacant positions, or developing new programs.
Kindred pursues affirmative action

in Rubin

Affirmative action programs at Ohio State made great strides in the last few years, the person recently appointed to those efforts believes. But that doesn't mean there's time to rest on any laurels.

Our responsibility to create an awareness and to understand the importance of affirmative action and a commitment to it," Kindred states firmly. "The issue will make every effort to reach affirmative action goals."

Kindred was appointed director of affirmative action by the Board of Trustees in July, but she's no stranger to the task, having been associate director of the Office of Compliance in the Office of General Services since August.

Is she eager—now that several months of constant involvement with two agencies conducting compliance reviews are over—to turn her attention to the campus?

General compliance reviews found the university "is far ahead of many other institutions. We've made significant progress over the last five years in affirmative action proceedings both in employment and education."

Kindred has several goals for the office. One is to spread the word about affirmative action—information it must be widely disseminated for the office to be successful.

It is not something that happens in one place. It happens—and must happen—everywhere," she says.

Another of Kindred's major goals is making the staff of the Office of Affirmative Action available to faculty, staff and students for guidance and assistance. Persons who feel they have been discriminated against or who need to know how to deal with affirmative action questions as they relate to entering the job market are encouraged to take their questions to the office.

She believes that the office will be able to become even more accessible to such requests now that the intensive involvement with federal compliance reviews is completed for the time being.

"It is my personal commitment to turn our attention and efforts back to the campus; to get back in touch with the people we're serving," Kindred says.

The office is continuing its role of monitoring affirmative action efforts throughout the campus. Kindred notes that if it is perceived the effort is not being made in a particular area, the office has the power to make and enforce changes.

The Office of Affirmative Action reports directly to the President of the University, since federal regulations recommend such offices be responsible to the chief executive. In that way it is able to participate freely in decision- and policy-making; free to evaluate and monitor all areas of the University without conflict of interest.

Kindred cites the commitment of the president's office to affirmative action as an important element of the success in the past efforts in the future at Ohio State. The philosophy of the president, as stated to the Board of Trustees in 1973 (and reproduced on this page), is strongly supported by the operating procedures...
The Ohio State University
Nondiscrimination Policy

The policy of The Ohio State University, both traditionally and currently, is that discrimination against any individual for reasons of race, color, creed, religion, national origin, sex, age, handicap, or Vietnam-era veteran status is specifically prohibited.

Title IX of the Education Amendments of 1972 prohibits sex discrimination and Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of handicap in education programs and activities.

Accordingly, equal access to employment opportunities, admissions, educational programs, and all other University activities is extended to all persons, and the University promotes equal opportunity through a positive and continuing affirmative action program.
The Office of Affirmative Action is the watchdog, sounding board and consulting firm of affirmative action at OSU.

The office guards against violations of OSU's non-discrimination policy. It operates on a "trickled down" theory to spread information from its director, Sue T. Kindred, through 60 affirmative action liaisons, to department heads and on to employees and students.

The office also handles discrimination complaints and anything else that is related to affirmative action and equal opportunity.

"We wear different hats on different days and sometimes, different hats on the same day," said Raquel Dowdy-Cornute, associate director for the office.

Office employees "wear the hats" of writers, teachers, counselors, investigators and planners.

Under Kindred's guidance, they issue affirmative action reports to President Edward H. Jennings and to agencies of the federal government, teach employers how to hire within affirmative action guidelines, investigate campus discrimination complaints and develop affirmative action programs.

Despite all these roles, the office is an onlooker. "I am not responsible for affirmative action, I monitor it," Kindred said.

The responsibility for affirmative action, she said, rests on "every faculty member, supervisor, manager and every student."

"We are technical advisers, but we are not affirmative action at OSU," agreed Dowdy-Cornute.

The office assists employers by "training search committees and the liaison officers on how to do effective, legal job searches and screening," she said.

It also helps departments recruit and retain minority students.

Information is "trickled down" to departments, supervisors, managers and students by the office liaisons, members of each college and administrative office who link those units to the affirmative action office, Dowdy-Cornute said.

But the trickle of information has dwindled to a drip in some departments.

"My affiliation (with the liaison officer) is limited. I don't even know who the liaison officer is," said Ruby Edwards, academic counselor and staff assistant in Engineering Administration.

Edwards said she has not needed to consult a liaison officer.

"Our students have to deal with the same problems other students have. They're not given any special privileges because they're minority," she said.

Most money for tutoring and scholarships for minority engineering students comes from outside industries, Edwards said, but "even with those resources, attrition is still high."

Edwards said the department's most difficult affirmative action problem is seeking out and recruiting qualified minority high school students.

"I think they're out there. It's just hard to identify them," she said.

"You're not given or can't ask for all black males with a 28 on their ACT.""

The Department of Mathematics has taken a different stand on affirmative action.

"The math department is going to be colorblind," said John P. Huneke, mathematics professor.

"If they (new students) are a minority, fine. If they are not, fine," he said.

However, the department does participate in university programs, such as math-science open houses, and offers fellowships to minorities, he said.

The Department of English is working on affirmative action "like crazy," said Chairperson Julian H. Markels.

The department gears advertisements to attract women and minorities and has had some success in recruiting women faculty, he said.

Markels said he rarely contacts an affirmative action liaison. "I have not had that advice. We just try to do it ourselves." "I don't think we actively recruit minority students to be math majors ... but we do recruit heavily at the graduate level," he said. "At the graduate level, posters and brochures go to every math department in the country."

The Department of Computer and Information Science is unsure of the liaison link.

"I am unaware of such an officer in the engineering college," said Lee J. White, department chairperson. White said his only contact with affirmative action is a yearly report.

White's department is recruiting women faculty, but he said even though he would like more women faculty, he is pleased that at least two of the department's 23 faculty members are women.

He is frustrated, though, that the department has no black faculty and that he has found no qualified black applicants in his five years as chairperson.

Dowdy-Cornute said the problem is the people in departments are not listening, not that the liaison officers are not talking.

"No matter how good our liaison officers are, some people just won't listen," she said.

"Look how long the Ten Commandments have been around and there are still people who don't listen to them," Dowdy-Cornute said.

"If people won't obey what God says to do, why would they listen to us?" she asked.
Affirmative action at OSU: new support for old idea

Affirmative action is this year's catchword. Not since the early 1970s, when Novice G. Fawcett was OSU president and student activists were on every corner, has the phrase — or the concept — been given so much attention at Ohio State.

The attention comes from the top. President Edward H. Jennings devoted much of an Oct. 16 speech to the university specifically to OSU's position on affirmative action. Two months later, he again reaffirmed the university's commitment to affirmative action in a speech to OSU trustees.

The commitment does not end with words. Jennings is putting money behind his directive. He has pledged $300,000 to the University Senate's Committee on Women and Minorities for grants to develop new ways of supporting affirmative action.

Other programs — and more money — will further support his words in the near future.

Support groups are available for all minorities and even for special interests within minorities. Over 20 student groups recruit and support black students alone.

Complaints of discrimination can be addressed not to one office or person, but to many, without ever leaving the university.

Attention, however, is not necessarily scrutiny. Records about the number of minority students are scattered throughout university offices — when the records even exist.

An investigation into OSU's employment practices by the U.S. Department of Labor has dragged on since 1974, but no one is willing to talk of it and few even seem interested.

The definition of affirmative action itself gets confused and lost in the shuffle of university divisions.

OSU's affirmative action program has been ahead of legal hiring and employment regulations since the activism days of the 1960s. But 20 years later, the very idea and definition of affirmative action still seems to confuse some people around campus.

Many people think affirmative action means equal opportunity. The terms really symbolize different concepts, said Sue T. Kindred, director of the Office of Affirmative Action.

Affirmative action means seeking out a large representative pool of minorities and women — including Blacks, American Indians, Asians and Hispanics — and affording them access to such areas as education and employment, Kindred said.

Equal opportunity involves ensuring that people are not discriminated against while decisions about hiring or admission to OSU are made.

"Affirmative action," she said, "is doing whatever you need to make sure equal opportunity happens."

The concept of affirmative action was born during the 1960s, according to Madison H. Scott, vice president for personnel services.

Six months before the Civil Rights Act of 1964 was passed, former President Fawcett outlined an equal opportunity policy for OSU.

In 1965, President Lyndon B. Johnson's Executive Order 11246 required affirmative action under all federal government contracts, including construction contracts. But the federal government did not clearly apply the order to higher education and OSU until about four years later.

But legal battles raged between the university and the U.S. Department of Health, Education and Welfare over the lack of minorities employed on the construction projects of the late '60s — West Campus, the Fawcett Center for Tomorrow and the North Campus dormitory complex.

In 1970, the OSU Office of Affirmative Action was
established, about six years before the federal plan was passed that required such a program.

OSU’s head start in the affirmative action movement produced a detailed program that “goes beyond the ‘thou shalt nots’ of the law,” said Larry R. Thompson, Jennings’ special assistant for legal affairs.

“It’s more of a concept, an attitude, an approach with the intent that all persons will be treated equally in all respects,” he said.

Kindred said many people think affirmative action means that businesses or universities must hire certain numbers of women and minorities.

Actually, laws require only that every effort is taken to make job openings known to women and minorities, as well as white males, and thus afford them access to those job opportunities, she said.

Final decisions about hiring should be based on an applicant’s qualifications, Kindred said, and she believes no two applicants are so equally qualified that one is hired strictly on the basis of his or her minority status.

“I better not ever find out I was hired because of (my) sex. That makes us tokens,” Kindred said.

Before men, women and minorities could compete equally, however, some unwritten criteria had to be eliminated. People thought there were “things men did, things women did, things blacks like to do,” Kindred said.

The criteria began to change, she said, when people realized that women were being held back simply because they did not have the same experience as men.

Affirmative action figures show there still is a low number of women at the professorial level. Of the 994 full professors hired or 12-month contracts in 1981, only 53 were women.

Kindred and Madison H. Scott, vice president for personnel services, agree that university hiring standards are not lowered to attract more women and minorities to the university.

But interpretations of affirmative action vary when officials discuss its practical applications.

Legal affairs adviser Thompson said if a woman and man with equal qualifications were competing for the same job, the woman would have a slight edge.

Scott went even further in describing affirmative action, saying the university should actively try to create a “balance” of employees by hiring people who are underrepresented here.

The road to reaching that balance at OSU, however, has not been a smooth one.

Throughout the 1970s, a sprinkling of cases charged OSU with discriminatory practices.

A 1977 U.S. District Court case charged University Hospitals with discrimination against black employees.

In 1980, a man said he was denied tenure in the School of Music because he was black.

The U.S. Department of Labor (DOL) in 1981 repeated charges it had made the year before that OSU had not kept records of the number and type of job applicants. The DOL also claimed OSU was violating the Rehabilitation Act of 1973 guidelines dealing with discrimination of Vietnam veterans, the physically impaired and women.

In response, OSU officials said the DOL was making the charges for strictly political reasons.

Brad Mitchell, DOL spokesman, said the department still is investigating OSU’s affirmative action procedures, but would not comment on the subject of the investigation.

The case has been all but resolved, according to personnel director Scott. The only remaining question involves the College of Social Work, he said.

Priscilla M. Alexander, assistant dean of social work, would only say, “There is a case. It is under wraps.”
Jennings promotes policy; equal opportunity principles

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

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

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

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

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

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

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

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

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

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

“Once they’re in, we have to make it possible for them to stay,” she said.

Jennings said OSU’s affirmative action program is “much better” than other universities.

“We are a national leader in programs of affirmative action,” he said. “We have a fine long-term reputation in affirmative action, but that doesn’t mean we can’t get much better.”
COLUMBUS, Ohio -- Ohio State University has funded 23 innovative projects proposed by faculty and campus offices and organizations to advance affirmative action at the university during the 1983-84 academic year.

Among the projects which will be supported are a number of efforts to recruit and retain women, blacks, Hispanics, Asian-Americans and other minorities as students.

Other projects include an engineering career day in Cleveland for female high school students, development of materials to train nursing students to better promote the health of minority patients, and an effort to develop ties between Ohio State and a predominantly black university.

Ohio State University President Edward H. Jennings announced the competition for the affirmative action grants last January. The grants were designed to provide seed money for projects that will develop new approaches to promoting equal opportunity, will enhance the advancement of women and minorities on campus or will increase the understanding of affirmative action at Ohio State.

The University Senate Committee on Women and Minorities developed the grant guidelines, reviewed the 42 proposals submitted and recommended to Jennings that 23 of the proposals be funded. He accepted the committee's recommendations.
AFFIRMATIVE ACTION GRANTS -- 2

The grants are being administered by the university's Office of Affirmative Action Program.

"I was very pleased to see the number of people who submitted proposals," Jennings said. "This response and the innovation displayed by the proposals are very encouraging. Ohio State clearly will continue to take a leadership role in making higher education accessible to all citizens."

Felicisima C. Serafica, associate professor of psychology and chairperson of the Senate committee, reported that her committee was happy with the response to the solicitation of proposals.

"We were impressed by the relative number of proposals which were well-written, which had a good rationale that was adequately documented and which detailed procedures describing what they wanted to do and how they proposed to evaluate the project," she said.

In reviewing the proposals, the committee gave priority to projects which had some financial support from the applicant's department and which, if successful, might be continued by the department, Serafica said.

In one project, Ohio State's College of Home Economics will seek to develop a cooperative relationship with the department of human ecology at Morgan State University, a predominantly black institution in Baltimore.

The project will permit a faculty member from each institution to conduct a seminar at the other university and will explore the possibility of cooperative research efforts between faculty members of both universities. In addition, students from each institution will visit the other campus.

- more -
Sharon Redick, chairperson of Ohio State's department of home economics education, said that the human ecology department at Morgan State offers only undergraduate degrees. She hopes that the project will encourage Morgan State students to consider attending graduate school at Ohio State.

The College of Nursing will develop curriculum materials on how to give effective nursing care to minority patients.

Ethelrine Shaw, associate professor of nursing, said that nursing students need to learn not only about the physical needs of minority patients, but "something about their culture and their attitudes toward health care."

The materials developed could be used by other nursing colleges and by students in other health fields, Shaw said.

In another project, high school juniors from more than 100 Cleveland area high schools have been invited to a luncheon in Cleveland Nov. 3 to learn about careers for women in engineering. The luncheon also will include women students and women graduates in engineering at Ohio State.

Marianne Mueller, assistant dean of the College of Engineering, believes that young women need to be aware of opportunities in engineering well before they come to college.

The results of all the projects will be compiled and published in a monograph to be distributed widely.

A list of all the projects and project directors is attached.
<table>
<thead>
<tr>
<th>Recipient</th>
<th>Name of Grant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andrew J. Austin, III and Mary Ann Williams</td>
<td>Spirit Drama Society 1983-84 Season</td>
</tr>
<tr>
<td>Stephanie K. Blackwood and Jane Rhoades</td>
<td>All's Fair: Love and War in New Feminist Art</td>
</tr>
<tr>
<td>Carmen Breckenridge</td>
<td>Hispanic Financial Resource Handbook</td>
</tr>
<tr>
<td>Josue' Cruz, Jr.</td>
<td>Recruiting and Retaining Hispanic Students</td>
</tr>
<tr>
<td>Virginia Corso and Allan E. Dittmar, Robert M. Kahn, and Karen Oberrath</td>
<td>Affirmative Action Through Minority Services on a Regional Campus</td>
</tr>
<tr>
<td>Raquel Dowdy-Cornute</td>
<td>The Ohio State University Institutional Sex Equity Self-Study</td>
</tr>
<tr>
<td>Jere L. Forsythe and William T. McDaniel</td>
<td>School of Music Black Student Affirmative Action Project: Recruitment, Retention and Research</td>
</tr>
<tr>
<td>Jean E. Girves and Barbara Newman</td>
<td>Graduate Student Attrition and Retention: Women and Minorities</td>
</tr>
<tr>
<td>Willie Glover</td>
<td>The Development and Implementation of Specialized Career Planning Assistance for Black Students at the Ohio State University</td>
</tr>
<tr>
<td>Darlene S. Greenwood</td>
<td>A Program for Minority Student Recruitment and Retention at The Ohio State Univ. at Marion</td>
</tr>
<tr>
<td>Frank W. Hale</td>
<td>Minority Scholarship Program</td>
</tr>
<tr>
<td>Sue T. Kindred</td>
<td>An Affirmative Action Administrative Development Program: A Four Part Internal Professional Development Program</td>
</tr>
<tr>
<td>Sue T. Kindred</td>
<td>Travel Assistance Program for Handicapped Faculty and Professional Staff</td>
</tr>
<tr>
<td>Daniel B. Lee</td>
<td>An Epidemiological Appraisal of Asian-American Students, Staff and Faculty</td>
</tr>
<tr>
<td>Tina S. Love</td>
<td>Academic Study Group Program</td>
</tr>
<tr>
<td>Charles Massey, Jr.</td>
<td>Women and Minority Visiting Artist Program</td>
</tr>
<tr>
<td>Minnie M. McGee</td>
<td>Freshman Retention Program</td>
</tr>
<tr>
<td>Stephen McIntosh and LeRoy Pernell</td>
<td>Pre-Law School Skills Developmental Program</td>
</tr>
<tr>
<td>Marianne Mueller</td>
<td>Target City: OSU Women in Engineering Career Day, A Demonstration Project</td>
</tr>
<tr>
<td>Anne S. Pruitt</td>
<td>Minority Faculty Visitation Seminar</td>
</tr>
<tr>
<td>Sharon S. Redick</td>
<td>Developing Reciprocal Relations between Morgan State University and The Ohio State University to Meet Affirmative Action Guidelines</td>
</tr>
<tr>
<td>Ethelrine Shaw and Elsie Williams-Wilson</td>
<td>Expanding the Knowledge Base for the Nursing Care of Culturally Diverse Clients</td>
</tr>
<tr>
<td>Mac A. Stewart</td>
<td>A Coordinated Adviser/Faculty Academic Monitoring Program</td>
</tr>
</tbody>
</table>
OSU sponsors 23 affirmative action projects

By Steve Sterrett

Ohio State has funded 23 innovative projects proposed by faculty and campus offices and organizations to advance affirmative action at the University during the 1983-84 academic year.

Among the projects which will be supported are a number of efforts to recruit and retain women, blacks, Hispanics, Asian-Americans and other minorities as students.

Other projects include an engineering career day in Cleveland for female high school students, development of materials to train nursing students to better promote the health of minority patients, and an effort to develop ties between Ohio State and a predominantly black university.

President Jennings announced the competition for the affirmative action grants last January. The grants were designed to provide seed money for projects that will develop new approaches to promoting equal opportunity, will enhance the advancement of women and minorities on campus, or will increase the understanding of affirmative action at Ohio State.

The University Senate Committee on Women and Minorities developed the grant guidelines, reviewed the 42 proposals submitted and recommended to the president that 23 of the proposals be funded. He accepted the committee's recommendations.

The grants are being administered by the University's Office of Affirmative Action Program.

"I was very pleased to see the number of people who submitted proposals," Jennings said. "This response and the innovation displayed by the proposals are very encouraging. Ohio State clearly will continue to take a leadership role in making higher education accessible to all citizens."

Felicisima C. Serafica, associate professor of psychology and chairperson of the Senate committee, reported that her committee was happy with the response to the solicitation of proposals.

"We were impressed by the relative number of proposals which were well-written, which had a good rationale that was adequately documented and which detailed procedures describing what they wanted to do and how they proposed to evaluate the project," she said.

In reviewing the proposals, the committee gave priority to projects which had some financial support from the applicant's department and which, if successful, might be continued by the department, Serafica said.

In one project, Ohio State's College of Home Economics will seek to develop a cooperative relationship with the department of human ecology at Morgan State University, a predominantly black institution in Baltimore.

The project will permit a faculty member from each institution to conduct a seminar at the other university and will explore the possibility of cooperative research efforts between faculty members of both universities. In addition, students from each institution will visit the other campuses.

Sharon Radick, chairperson of Ohio State's Department of Home Economics Education, said that the human ecology department at Morgan State offers only undergraduate degrees. She hopes that the project will encourage Morgan State students to consider attending graduate school at Ohio State.

The College of Nursing will develop curriculum materials on how to give effective nursing care to minority patients.

Ethelrine Shaw, associate professor of nursing, said that nursing students need to learn not only about the physical needs of minority patients, but "something about their culture and their attitudes toward health care."

The materials developed could be used by other nursing colleges and by students in other health fields, Shaw said.

In another project, high school juniors from more than 100 Cleveland area high schools have been invited to a luncheon in Cleveland Nov. 3 to learn about careers for women in engineering. The luncheon also will include women students and women graduates in engineering at Ohio State.

Marianne Mueller, assistant dean of the College of Engineering, believes that young women need to be aware of opportunities in engineering well before they come to college.

The results of all the projects will be compiled and published in a monograph to be distributed widely.
University names winners of Affirmative Action grants

"ON CAMPUS" 27 OCT. 1983

The following Ohio State faculty and staff members received affirmative action grants for the 1983-84 academic year:


Virginia Corso, Allen E. Dittmar, Robert M. Kahn and Karen Oblerrath, "Affirmative Action Through Minority Services on a Regional Campus;" Raquel Dowdy-Cornute, "The Ohio State University Institutional Sex Equity Self-Study;"

Jere L. Forsythe and William T. McDaniel, "School of Music Black Student Affirmative Action Project: Recruitment, Retention and Research;" Jean E. Girves and Barbara Newman, "Graduate Student Attrition and Retention: Women and Minorities;" Willie Glover, "The Development and Implementation of Specialized Career Planning Assistance for Black Students at the Ohio State University;"

Darlene S. Greenwood, "A Program for Minority Student Recruitment and Retention at the Ohio State University at Marion;" Frank W. Hale, Jr., "Minority Scholarship Program;" Sue T. Kindred, "An Affirmative Action Administrative Development Program: A Four-Part Internal Professional Development Program;"

Sue T. Kindred, "Travel Assistance Program for Handicapped Faculty and Professional Staff;" Daniel B. Lee, "An Epidemiological Appraisal of Asian-American Students, Staff and Faculty;" Tina S. Love, "Academic Study Group Program;" Charles Massey, Jr., "Women and Minority Visiting Artist Program;"


Sharon S. Redick, "Developing Reciprocal Relations between Morgan State University and The Ohio State University to Meet Affirmative Action Guidelines;" Ethelene Shaw and Elsie Williams-Wilson, "Expanding the Knowledge Base for the Nursing Care of Culturally Diverse Clients;" and Mac A. Stewart, "A Coordinated Adviser/Faculty Academic Monitoring Program."
COLUMBUS, Ohio -- Ohio State University is beginning a pilot program to provide greater career opportunities for women and minority staff members.

As part of the new Administrative Development Program, eight staff members have been selected for administrative fellowships.

The program was designed by the Office of Affirmative Action and was funded by the university's Affirmative Action Grants Program. It will begin with a kick-off luncheon July 31 at the Fawcett Center for Tomorrow on the Ohio State campus.

Sue Kindred, director of the affirmative action office, says the program is the first of its kind involving women and minorities in higher education.

"It is a very unique program. We have received a lot of inquiries from many other universities and colleges across the country that are interested in our approach to this issue," Kindred said.

One element of the program, the administrative fellowship, will give staff members intensive experience in upper-level management positions. Matched with an executive administrator, each fellow or intern will undertake a full-time assignment in a host office or college.

In addition to the work assignment, the interns will attend
credit and noncredit courses, conferences and workshops to add to their administrative skills.

Interns selected for the program are Sue A. Blanshan, coordinator of the Office of Women Services; Sara P. Boyer, admissions counselor and staff assistant in registration services; Karen S. Frank, director, contracts and assignments administration for residence and dining halls; Tina Sullivan Love, coordinator of Black Student Programs; Weldon E. Milbourne, assistant director, student financial aids; Nancy J. Siclair, assistant director of undergraduate admissions; Brenda K. Van Fleet, manager of collections, Office of the Treasurer; and Diane S. Whitbeck, director of graduate, family and summer conference housing.

Interns will be assigned to the Office of the President; Max Lennon, vice president for agricultural administration; Jack M. Hollander, vice president for research and graduate studies, Manuel Tzagournis, vice president for health services; Richard D. Jackson, vice president for business and finance; and Weldon Ihrig, university fiscal officer.

A separate element of the Administrative Development Program is a job rotation component that will allow staff members to exchange positions for three to six months. The placements, specific duties and length of temporary assignment will be designed for each pair of applicants.

The program also includes a management pool to temporarily place personnel in vacant management positions. The pool will allow qualified individuals to fill positions for which permanent staffing has been frozen by budget constraints or reassignment.

The final element, the educational resource program, will
allow employees to take part in noncredit courses, workshops and seminars. The resource program involves existing course offerings geared toward career development and management strategies.

The Office of Continuing Education, Department of Conferences and Institutes, and the College of Administrative Science have agreed to set aside class space in appropriate courses and workshops for participants in the pilot project.

According to Kindred, minority and female employees at Ohio State historically have exhibited less professional mobility, clustering in mid-level professional staff positions. This pattern has contributed to a high attrition rate and professional dissatisfaction among women and minority personnel.

"We have targeted what I consider to be the high risk group. A few years ago, the university lost six senior female administrators. When we tracked them, they told us they had left the university because there was almost no opportunity for upward mobility and growth," Kindred said. "Unless we can successfully provide an internal system of training and an opportunity to gain experience this high rate of turn over will continue," she added.

The Administrative Development Program involves administrative and professional staff members earning $13,000 to $30,000 annually. A list of "interest indicators" was used in the application form to determine the applicants' individual goals. The interest indicators ranged from financial aid administration and investment management to computer systems.

-0-

(Contact: Sue Kindred or Laura Palko, 422-4207.)

-cp-
Grants support creative affirmative action efforts

By Cheryl Pentella

Ohio State has funded 13 proposals totaling $156,978 to support projects designed to enhance affirmative action efforts throughout the University.

The projects range from establishing a distinguished professorship for visiting scholars of American Hispanic descent to the recruitment and training of women for careers in urban horticulture.

"We were quite pleased with the quality of the proposals. A majority of the proposals were submitted by individuals and units who did not submit anything in the previous year," said Felicia Serafinic, chairperson of the University Senate Committee on Women and Minorities. "It means that a growing number of units are becoming more actively involved in promoting affirmative action objectives."

A total of 24 proposals for the Affirmative Action Grants program were reviewed by the committee during spring quarter. The committee recommended to President Jennings that 13 be funded.

"I am very impressed by the diversity and creativity of the proposals submitted this year," Jennings said. "The positive response to this program indicates that faculty, staff and students are taking a leadership role in advancing the principles of equal opportunity and affirmative action."

The grants program is in its second year.

Some of the proposals selected for funding focus on networking of services and collaborative projects that coordinate support services for women and minorities. Jennings had indicated that collaborative projects should be a priority in the second year of the grants program.

Some of the proposals selected for funding focus on networking of services and collaborative projects that coordinate support services for women and minorities. Jennings had indicated that collaborative projects should be a priority in the second year of the grants program.

In addition, several proposals were based on projects funded previously that were replicated and extended to other academic or administrative units on campus.

The Marion and Mansfield campuses received funding for "A Collaborative Approach to Minority Programming on Two Regional Campuses."

The program, an extension of two branch campus projects funded last year, will expand the scope of individual affirmative action programs by networking resources and integrating the best features of previous efforts.

While the campus programs will operate independently, they will share some personnel and program resources. Components of the program include support staff for minority programming, a secondary school program, a recruitment and scholarship program, off-campus services and retention program, and a community support program.

Another collaborative project is designed to aid minority students recruited for dentistry and medicine programs at Ohio State and to decrease the default rate of students on loans.

Escalating fees and concerns about debt management can cause students to avoid these programs or drop out before completion and are considered major deterrents for minority students.

The program includes the production of a pre-entry slide presentation on debt management skills and a counseling program to more adequately deal with the financial problems of these students.

The College of Law will receive funding designed to eliminate sex bias in the teaching of property and criminal law.

The project will review "gender-related" issues involving sex-based discrimination, such as male-only inheritance rules, marital property cases, or domestic violence. The project will determine whether these issues are covered in a sex-based manner.

Because a limited amount of funds are left over from the grants program's original annual appropriation, the committee is accepting grant proposals for future funding. The deadline for submitting applications to the affirmative action office is 4:30 p.m. Aug. 3.

Below is a list of the selected grants and recipients.

- A Collaborative Approach to Minority Programming on Two Regional Campuses, $20,480, Allan E. Dittmar, Robert F. Kahn, Darlene S. Greenwood, and Daniel J. Christie;
- Developing Reciprocal Relations Between Several Colleges, $16,590, Sharon Redick;
- College of Optometry Minority Recruitment Enhancement Project, $4,065, Michael Polasky;
- Recruitment and Training of Women for Careers in Urban Horticulture, $18,370, T. Davis Synhor;
- Women and Minority Visiting Artist Program, $25,000, Charles Massey, Jr.;
- Spirit Drama Society $4,85, $10,000, Mary Ann Williams;
- Retention of Preprofessional Allied Medicine Students, $7,000, John R. Snyder and Peggy C. Wilson;
- Sex Bias in the Teaching of Property and Criminal Law: Bringing the Law School Curriculum into the 1980's, $11,565, Nancy S. Erickson;
- Enhancing Graduate Student Retention, $14,490, Jean E. Girves and Barbara Newman;
- Communicating Affirmative Action, $6,644, Stephen A. Sterrett;
- and A Debt Management/Financial Planning Program for Minority Students in the Colleges of Dentistry and Medicine, $7,015, Debra L. Schweikert and Susan G. Kestner.
COLUMBUS, Ohio -- Ohio State University has funded 13 proposals totaling $156,978 to support projects designed to enhance **affirmative action** efforts throughout the institution.

The projects range from establishing a distinguished professorship for visiting scholars of American Hispanic descent to the recruitment and training of women for careers in urban horticulture.

"We were quite pleased with the quality of the proposals. A majority of the proposals were submitted by individuals and units who did not submit anything in the previous year," said Felicisima Serafica, chairperson of the University Senate Committee on Women and Minorities. "It means that a growing number of units are becoming more actively involved in promoting affirmative action objectives."

A total of 24 proposals for the Affirmative Action Grants program were reviewed by the committee during spring quarter. The committee recommended to President Edward H. Jennings that 13 be funded.

"I am very impressed with the diversity and creativity of the proposals submitted this year," Jennings said. "The positive response to this program indicates that faculty, staff -- more --
and students are taking a leadership role in advancing the principles of equal opportunity and affirmative action."

The grants program, which began last year, developed from recommendations by Jennings in 1982.

Some of the proposals selected for funding focus on collaborative efforts to coordinate support services for women and minorities. Jennings had indicated that collaborative projects should be a priority in the second year of the grants program.

In addition, several proposals were based on projects funded previously that were replicated and extended to other academic or administrative units on campus.

The Marion and Mansfield campuses received funding for "A Collaborative Approach to Minority Programming on Two Regional Campuses."

The program, an extension of two regional campus projects funded last year, will expand the scope of individual affirmative action programs by sharing resources and integrating the best features of previous efforts.

Another collaborative project is designed to aid minority students recruited for the dental and medical colleges and to decrease the default rate of students on loans.

Escalating fees and concerns about debt management can cause students to avoid these programs or drop out before completion and are considered major deterrents for minority students.

The program includes the production of a pre-entry slide presentation on debt management skills and a counseling program to deal better with the financial problems of these students.

- more -
The College of Law will receive funding for a project to eliminate sex bias in the teaching of property and criminal law. The project will review "gender-related" issues involving discrimination based on sex, such as male-only inheritance rules, marital property cases, or domestic violence. The project will determine whether these issues are covered in a manner reflecting sexual bias.

Below is a complete list of the projects funded, amounts awarded and the project administrators:

-- Recruiting Minorities into Natural Resources, $8,688, Mary L Bowman-Cowen;
-- Visiting Scholars Program for Distinguished Professors of American Hispanic Descent, $7,680, Jose Cruz Jr.;
-- A Collaborative Approach to Minority Programming on Two Regional Campuses, $20,480, Allan E. Dittmar, Robert F. Kahn, Darlene S. Greenwood and Daniel J. Christie;
-- Developing Reciprocal Relations Between Several Colleges, $16,590, Sharon Redick;
-- College of Optometry Minority Recruitment Enhancement Project, $4,056, Michael Polasky;
-- Recruitment and Training of Women for Careers in Urban Horticulture, $18,370, T. Davis Sydnor;
-- Women and Minority Visiting Artist Program, $25,000, Charles Massey Jr.;
-- Spirit Drama Society 84-85, $10,000, Mary Ann Williams;
-- Retention of Preprofessional Allied Medicine Students, $7,000, John R. Snyder and Peggy C. Wilson;
-- Sex Bias in the Teaching of Property and Criminal Law: Bringing the Law School Curriculum into the 1980s, $11,565, Nancy S. Erickson;
-- Enhancing Graduate Student Retention, $14,490, Jean E. Girves and Barbara Newman;
-- Communicating Affirmative Action, $6,044, Stephen A. Sterrett;
-- A Debt Management/Financial Planning Program for Minority Students in the Colleges of Dentistry and Medicine, $7,015, Debra L. Schweikert and Susan G. Kestner.

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

In announcing the composition of the President's Committee on Affirmative Action, Jennings said in a prepared statement that "we have made progress in our affirmative action efforts in recent years, but there is still more we need to do. "This committee will identify ways in which we can move beyond enforcement and make our policies affirmative in the very best sense of that word."

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

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

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

Michael Bailey, a graduate student.
Phyllis J. Bailey, associate director of athletics.
Josue Cruz Jr., assistant vice provost for minority affairs.
Maria Teresa Cueto, a graduate student.
Betty Jo Hudson, assistant dean of University College. 
Paul D. Isaac, associate professor of psychology. 
Stanley J. Kahrl, professor of English. 
Warren L. King, director of the Office of Disability Services. 
Julian H. Markels, professor of English. 
Minnie M. McGee, assistant dean of the College of Engineering. 
James E. Meeks, dean of the College of Law. 
Rhonda R. Rivera, associate dean of the College of Law. 
Yolanda Robinson, secretary in the Department of Black Studies. 
Ethelrine Shaw, associate professor of nursing. 
Mac A. Stewart, associate dean of University College. 
Howard B. Williams, assistant professor of veterinary physiology and pharmacology. 
Patricia A. Williams, administrative assistant to the university ombudsman.

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

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

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

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

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

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

Written by Steve Sterrett.
OSU pushes affirmative action

By Tom Sheehan

An 18-member committee, composed of faculty, staff and students, has been appointed by Ohio State University President Edward H. Jennings to review the university's attempts to promote affirmative action and equal opportunity.

Jennings, who is on a two-week trip to the Far East, said in a prepared statement issued Friday that "we have made progress in affirmative action efforts in recent years, but there is still more we need to do."

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

Last May, the OSU Senate Committee on Women and Minorities issued an annual report that sharply criticized the university for failing to attract more women and minority members to the faculty.

The report said that as of October 1983, OSU had 3,447 full-time faculty members and only 21.7 percent (749) were women and 7 percent (240) were minorities.

Both categories represented only a 1 percent increase each since 1979, the report said.

Psychology Professor Mari R. Jones will chair the committee. The first meeting is scheduled for Dec. 11.

DURING THE past two years, OSU has undertaken several initiatives aimed at promoting affirmative action. Those include:

- An affirmative action grants program that provides seed money for innovative projects conducted by faculty or staff to promote equal opportunity among students and employees.
- An administrative development program to support career development among women, minorities and disabled people on OSU's staff.
- A distinguished affirmative action awards program that annually recognizes faculty and staff members and departments, offices and campus organizations for contributions to affirmative action.
Sexual harassment caseload increasing in university offices

By Patty Wise
Lantern staff writer

A female student walks into a teaching assistant’s office to get some help after class. The teaching assistant comments on the gold chain she is wearing. He reaches up to touch it, and caresses her neck.

The student becomes embarrassed and complains to the ombudsman’s office. When the complaint is investigated, it is found that the teaching assistant has made a habit of caressing the necks of female students.

The teaching assistant is taken out of the classroom, but is allowed to finish his master’s degree in research.

He was punished for sexual harassment — any sexual behavior that is unwelcome.

Five years ago, the university instituted a policy against sexual harassment. Since the policy began, sexual harassment complaints to the Affirmative Action Office have “dramatically increased,” Sue T. Kindred, director of the office, recently reported.

Two university employees have been fired for sexual harassment since the university instated the policy, she said.

Different offices on campus received at least 64 sexual harassment complaints last year.

Of the 64 complaints, action was taken in only about 18 cases.

Kindred said there is no standard action for sexual harassment complaints, but each case is treated individually. Action ranges from removing an offensive picture from a wall, to sexual harassment education, to firing.

But most sexual harassment complaints are not reported, said Sue A. Blanshan, Coordinator of the Office of Women’s Services.

“Women find it very embarrassing and humiliating. They want to keep it private,” she said.

Blanshan said “malicious harassers,” or people who repeatedly harass women, “count on women not talking.”

She said most of the complaints she receives involve either an employee bothered by co-workers or supervisors, or students who are harassed by instructors or teaching assistants.

Encouraging women to complain is the “only way to stop them,” she said.

Former Ombudsman Donald W. Good said victims are “typically very fearful because of retaliation.”

“Yet a professor harasses a graduate student, he could have control over her whole professional life,” Good said.

Good is now the associate vice provost and secretary in the College of Arts and Sciences.

Good said he usually advises women to register the complaint and then come back at the end of the quarter when the grade is in. But few students who complain ever come back, he said.

“I think they’re just so glad to get out of the course,” Good said. “Part of the punishment (of sexual harassment) is to make women tell again and again what happened.”

Directors of several offices said they are seeing an increase in sexual harassment complaints.

Kindred said this is not because more sexual harassment has occurred, but because victims are learning that they can do something about it.

“People don’t come forward without the knowledge that the administration is committed to enforcing the policy,” Kindred said.

The offices of Women’s Services, Affirmative Action, Student Life, and the ombudsman handle sexual harassment complaints.
Office of Affirmative Action to hold open house Oct. 30

By Patrice Mroczek

"A Chance to Enhance" is the theme of an Office of Affirmative Action open house from 2-7 p.m. Oct. 30 in the Ohio Union's Memorial Room.

The open house will provide employees with information on the Administrative Development Program, and applications for the programs will be available.

The development program includes both administrative internships and professional development opportunities. Participants who have completed either of the dual programs will attend the open house to answer questions.

The internship program is designed to develop administrative skills and to give participants a chance to decide on a career while gaining management experience, according to Laura Palko, the program coordinator.

It is an intensive experience in upper-level management in the University. An intern is matched with an executive administrator who acts as a mentor. The internship is a full-time assignment lasting from three to six months. The program coordinator monitors the intern's progress.

Raquel Dowdy-Cornette is program coordinator of the professional development program, which offers funds for study in management. The programs are targeted at women, minorities and disabled persons who are interested in careers in higher education administration.

The development program focuses on the Columbus Area Leadership Program (CALP), the Bryn Mawr Summer Institute for Women in Higher Education Administration, Ohio State's College of Administrative Science Executive Development Program, and Harvard University's Institute for Educational Management. Programs are two- or four-week summer sessions, except for CALP, which is a 12-month program with weekend and evening sessions.

The Administrative Development Program is open to all faculty and staff members. Acceptance is based on the candidate's expressed interest in career development and on the candidate's commitment to the University.

Applicants must be full-time faculty or staff members and have at least three years work experience with the University.

Application deadline is Jan. 10. Applications may also be picked up at the Affirmative Action office at 1100 Lincoln Tower.
Women scholars mentor-

By Melissa M. McCoy
Lantern staff writer

Six women students will have the chance to develop a mentor-student relationship with a faculty member starting this winter.

Elisa L. Klein, assistant professor of education, said students chosen for The Fellowship for the Development of Women Scholars program will be paired with women faculty members for winter and spring quarters.

Klein, program coordinator, said students will work about 10 hours a week with a faculty member doing research or other tasks. Students will receive $500 per quarter for their work.

She said the program, co-sponsored by the Council on Academic Excellence for Women and the Department of Educational Theory and Practice, gives women students a chance to be exposed to the challenges of working in academia.

Faculty members can provide encouragement for women students and are needed as role models, which is something women are lacking, she said.

"Women are clearly under-represented on university campuses," Klein said.

While the program will encourage undergraduates to go into higher education teaching, women who apply for the fellowship do not necessarily have to be committed to a career in academia.

Fellowship committee member Kathryn S. Pyant, associate professor of physiological chemistry, said faculty members can also receive satisfaction from the program.

She said they can get assistance with their work and also feel they are helping a student decide on her future goals.

Money for the program is provided by an Affirmative Action Grant. Students who want to apply for the fellowship must be a sophomore, junior or senior in good academic standing and must take a minimum of nine credit hours per quarter during the program.

student program to begin
Jennings talks affirmative action

By Michelle Minnich
Lantern staff writer

It is a mistake to say affirmative action is a dead issue because the goal of equality has not yet been attained, OSU President Edward H. Jennings said Wednesday at the Columbus Urban League's 75th Anniversary luncheon.

"If equal opportunity existed for all citizens... then affirmative action would not be an issue at all," Jennings said. "But that is not the case, as we all know. Therefore, affirmative action is a burning issue.

"The futures of our young people are threatened by this complacency," he said.

Excellent education is one of the things Jennings said will have a lasting, far-reaching effect on progress toward equal opportunity.

Samuel Gresham, Jr., president of the Columbus Urban League, said the luncheon was entitled "Equal Opportunity Day Luncheon" to keep the issue of affirmative action open in the minds of the public.

Gresham said the Columbus Urban League is one of 113 affiliates of the national organization. The league is a non-partisan, non-profit organization aimed at providing programs to serve and educate minorities and the poor, he said.

The urban league has made it possible for over 2,000 underprivileged Columbus citizens to find jobs through these programs, Gresham said.

Programs sponsored by the Columbus Urban League include: family services and counseling, employment and training, a word processing and training center, fair housing, educational programs, and scholarship programs, Gresham said.

The Huntington National Bank was presented with an award for supporting various league programs. The Huntington is a corporate member of the urban league and provides professional consultants.

Amos H. Lynch, general manager of the Columbus Call and Post was also honored. He has been publishing the Equal Opportunity Day Edition of the paper for the past 23 years.
COLUMBUS, Ohio -- Ohio State University's Office of Affirmative Action has published a booklet outlining the 35 affirmative action projects that have been funded by a special grants program at the university.

The Affirmative Action Grants Program was established in 1982 by Ohio State President Edward Jennings and is designed to support innovative programs that help the university's affirmative action efforts.

Laura Palko, coordinator of the grants program, said the booklet will "let people know about our program and document our success."

The 39-page booklet is called "Anthology of Abstracts: Affirmative Action Programs and Projects at The Ohio State University."

A summary of each project is included in the booklet. The names and addresses of the primary grant recipients are provided as sources of more detailed information.

Ohio State faculty, staff and students are eligible to present proposals for funding by the grants program. A University Senate committee reviews and makes recommendations to the president of worthy proposals to be funded each year.
Since its inception, the grants program has funded a wide range of projects. They include programs to recruit and retain minority students and faculty, attract visiting scholars, conduct research into affirmative action and provide a variety of services.

Palko said the grants program has attracted interest from colleges and universities across the country. Officials from Harvard, Purdue, Arizona State, Rutgers and Colorado State universities are among those that have requested information on the program.

A copy of the booklet is available through the Office of Affirmative Action, The Ohio State University, 1100 Lincoln Tower, 1800 Cannon Drive, Columbus, Ohio 43210-1230.

Contact: Laura A. Palko, (614) 422-4207.
Retaining and recruiting minority

By Melissa M. McCoy
Lantern staff writer

Ohio State did not hire a single black female faculty member during a five-month period in 1984, according to data from the office of personnel services.

During that same five-month span, 155 male faculty members were hired or promoted. Only 22 of those were minorities.

While 78 women were hired, none received full professorships, and the majority of the women were hired as instructors or lecturers.

Application statistics were not available.

Ohio State needs to recruit and retain more minority faculty and staff, said Ann Pruitt, associate provost for academic affairs.

Pruitt and Reginald Wilson, director of minority concerns for the American Council on Education, discussed the "Recruitment and Retention of Minority Faculty and Staff."

The discussion was the second in a series of six seminars addressing affirmative action topics.

Pruitt said affirmative action at Ohio State "will be needed until a better record can be established."

She said Ohio State should "create a more hospitable campus for minority faculty and make them aware of cultural and social activities outside of the academic environment."

"Those who expect not to be employed by Ohio State or (not to) like it will not (bother to) apply," she said.

"We publicize vacancies widely... we are an equal opportunity employer, but we could do more."

Pruitt cited President Edward H. Jennings' sincere commitment to affirmative action as a step in the right direction.

Wilson said recruiting of minority faculty members has declined steadily since the early 1970s.

He told the crowd of about 70 that recruiting and retaining minority faculty is a problem throughout the country.

He said affirmative action officers and university department heads should meet frequently to assess the progress of their faculty members.

"An institution that is committed to affirmative action will find specific ways to make considerable change. An institution that is not (committed) will make fancy reports," Wilson said.

He suggested instituting sanctions on departments not complying with affirmative action guidelines as a means of conveying the importance of the issue.

Wilson said that once minority faculty are recruited, they are often overwhelmed with the responsibility of acting as counselor to minority students.

He said that while these mentor-student relationships are important, they make it difficult for the professor to concen-
faculty stressed

trate on his or her research, teaching and publishing activities.

Sue A. Blanshan, recently-appointed executive officer for human relations, said role modeling is an important part of preparing minority students to become faculty.

She said that racist attitudes do exist in some areas at Ohio State.

"Where it does exist in a few places, it's poisonous," she said.

Blanshan said the university hopes to impose monetary sanctions on departments that do not make a real effort at recruiting minorities or giving them reasons to stay.

"I think concerned faculty want these sanctions," she said. However, Blanshan said departments will be given a chance to correct their minority shortages before any actions would be taken.

"We really want to send a message that we're committed to affirmative action and that we're not going to go along with those who intentionally interfere with it," Blanshan said.

Seymour Kleinman, chairman of the University Senate on minorities and women, said the senate has made a commitment to support affirmative action.

He said more people need to be aware of the issues surrounding the under-representation of women and minorities in academia.

"The people who should be here (at the seminar), aren't here," he said.
Official urges hiring more minority faculty

By Margaret Newirk
Lantern staff writer

The number of black and hispanic faculty at Ohio State has been declining for two years, and will continue to fall unless deans and search committees begin to communicate with the OSU Affirmative Action Office.

This is the opinion of Seymour Kleinman, chairman of the Committee on Women and Minorities, who spoke to the University Senate Saturday.

Kleinman, also professor of health and physical education, said few minority faculty members were recruited in 1985, despite the senate's 1984 resolution to make it a priority.

Among 392 faculty hired between July and November of 1985, five were black and two were hispanic, Kleinman said. With the exception of one visiting associate professor, the new minority faculty were hired at the lowest level — instructors and lecturers. Of the 85 assistant professors appointed to the faculty in those months, 76 were white and nine were Asian, according to Kleinman's figures.

The low figures and decline in minority faculty cannot be blamed on the Jennings administration, Kleinman said.

"We've had ample encouragement from above," Kleinman said, praising the Jennings administration's commitment to affirmative action goals.

But despite administrative support for affirmative action, Kleinman said, "no significant change can be made unless it moves down to the search committee level."

Search committees, appointed by the deans, are the most powerful voice in hiring decisions, he said, because they decide who is and who is not a candidate for faculty positions.

But the Affirmative Action Office, which is responsible for overseeing the university's progress on minority recruitment, does not even know when a search committee has been formed, Kleinman said.

The office cannot affect hiring decisions at the most important level, Kleinman said.

Kleinman recommended cooperation between search committees and the Affirmative Action Office be made mandatory.

Kleinman's recommendations included:

• Requiring that all search committees inform the Affirmative Action Office they are looking for faculty candidates;

• Requiring that one member of any search committee be identified as an "affirmative action advocate."

• Requiring all search committees to provide evidence of a "good faith" effort to find minority candidates.

• Rewarding departments that show progress in minority recruitment — for example, through budget allocations.

Kleinman's committee also recommended that the university actively recruit minority doctoral students as junior faculty, develop closer relationships with black colleges, establish post-doctoral programs for minority students, and maintain close contact with minority alumni.

The recommendations discussion was brief Saturday, partly because Kleinman did not call for a vote.

University Senate Secretary James Leitzel, associate professor of mathematics, said controversy can be expected if the committee's recommendations come up for a vote.

Kleinman hopes to avoid bringing the issue to a vote. He said he hopes Jennings' human relations officer Susan Blanshan will be able to put his recommendations into administrative policy.
OSU officials say affirmative

By Margaret Newkirk
Lantern staff writer

Affirmative action programs are still needed, university officials said.

"Given the past history of discrimination against minorities and women, some sort of system is required," said Larry Thompson, special assistant to President Edward H. Jennings.

"I wish we didn't have to use quotas, but they're the most effective way to get retribution for the effects of past discrimination," he said.

The Supreme Court is hearing three cases involving the use of quotas to compensate for past employment discrimination. Civil rights activists have called the cases key to the future of affirmative action.

"I think what's behind the Supreme Court cases is a philosophical issue — whether actions to rectify discrimination should deal with individuals or a class," said Sue Blanshan, OSU human relations officer.

The Justice Department has filed briefs in the cases arguing that only individuals who have directly been discriminated against should be compensated. Compensating a class is seen as reverse discrimina-

action still needed

tion.

"It's purely an intellectual argument to make that kind of distinction," Blanshan said. "The argument ignores the cumulative effect of years of discrimination. Unfortunately, the courts are debating it, and people are arguing it — among them the current federal administration."

Black Studies Chairman William E. Nelson Jr., said remedial action only for individual victims of discrimination is nonsense. "Black people have not been victims of discrimination as individuals but as a class."

New concerns about reverse discrimination, he said, "seems to be no more than an excuse manufactured by the Reagan administration."

"If the motives are not politically suspect," Nelson said, "why did the Justice Department attempt to nullify affirmative action agreements all across the country in the wake of the Stotts decision?"

In that decision, the Supreme Court ruled against a lay-off plan for Memphis firefighters.

"To talk about reverse discrimination at this point in the game is morally outrageous," he said. "The programs haven't been in effect that long."
Five staff members look forward to internships

Five Ohio State staff members with interest in higher education administration have been selected to participate in the University's Administrative Internship Program this year.

The participants will serve three- to six-month internships within the University in administrative areas of interest to them.

The program, conducted by the Office of Affirmative Action, is designed to develop the participants' administrative skills, to focus on their career goals and to provide management skills that will make them more promotable. It was developed in 1983 through a University Affirmative Action grant.

This year's participants include:

• Normand Caban, academic coordinator in the Office of Minority Affairs. His first choice is to intern in international affairs.

• Elaine Edgar, academic adviser in the Department of Mechanical Engineering. Her first choice is to intern in academic administration.

• Grace Franklin, assistant director of Mershon Center. Her first choice is to intern in legislative affairs.

• Kathleen Wyatt, director of the Office of Special Events. Wyatt has been accepted to serve an internship with Michael Covert, executive director of University Hospitals.

The Office of Affirmative Action is working to place the other four participants in appropriate University departments, says Laura Palko, staff assistant.

Each of the participants will be matched with an executive administrator who will help the intern design an individualized, project-oriented program. The participants were selected from among 14 applicants by an 11-member committee consisting of University administrators and former program interns.

The Administrative Internship Program is open to full-time administrative and professional staff who have worked at the University for at least three years.
Pre-med majors to get support study program

By Chris Henschmidt
Lantern staff writer

A $12,516 grant from the Office of Affirmative Action will provide support services to undergraduate minority students seeking a health professional career.

The Minority Health Professional Development program will offer undergraduate contacts with volunteer medical, dentistry, optometry, pharmacy, veterinary, nursing and allied medical students.

These contacts will operate similarly to the Big Brother/Big Sister program concept, said program designer Cynthia Collins.

"The undergraduates will have a role model in the student (contacts)," she said.

The program will also set up group study sessions for undergraduates struggling with preparatory classes.

Collins said the study sessions and the contacts will show undergraduates support is available.

Christine Yash, program supervisor, said she thinks the initial undergraduate responses will be slim.

"Until they find out what it's all about, they won't know how it can benefit them," she said. "This program is meant to maximize the student's potential."

Collins said final details are being examined, and form letters explaining the program will be sent to undergraduates designated as pre-medical or pre-health professional students within the next few weeks.

Yvette Henderson, a freshman from Columbus, said she is enthusiastic about the services. Henderson is a pre-med student who learned of the services from the College of Medicine.

"When you first come here, you have no idea what it will be like," Henderson said. "The Big Brother/Big Sister idea sounds really great."

She said she would take advantage of the group study sessions, especially the ones for science classes.

Tami Benton, a second-year medical student, said she wished a similar support system was available to her when she was an undergraduate.

"The whole path to medical school is kind of nebulous," Benton said. "You don't know what you're supposed to do."

She said many students don't think of support services because they can't see themselves as medical students.

In addition to contacts and study sessions, the College of Medicine will continue to provide computer-assisted instruction, career, academic and personal counseling and will test files and strategies to score high on entrance examinations.

Although Affirmative Action provides most of the funding for the program, the College of Medicine also helps with funding.

For more information, call 422-3161.
More minority, women profs hired; officials credit affirmative action

By Michelle A. Schwartz
Latern staff writer

There are 22 more women and 30 more minority faculty members on staff at Ohio State than there were last year, said Sue A. Blanshan, executive officer of the Department of Human Relations.

The increase in female faculty represents a seven percent increase from 1985. The minority faculty changes from last year to this year include: one less native American, 20 more Pacific Islanders, eight more blacks and three more Hispanics, Blanshan said.

Last year there was one woman in the Department of Chemistry. This year there are two women, she said. The chemistry department has two minority faculty, but neither of them is black. In the Department of Dance, in which there are 14 faculty members, there were no minorities in 1985. Currently the department has one black faculty member.

Blanshan said the Department of Political Science has added one woman and one minority to its staff this year, giving it a total of three female faculty and two minority members.

"I have maintained from the beginning that excellence and affirmative action are very compatible, and I think this data is in strong support of that because we are hiring people who are better and better in their fields and (we are) simultaneously increasing the numbers and percentages of women and minorities," Blanshan said.

In a 1985 Lantern article Blanshan said the university would impose monetary sanctions on departments that did not make a real effort at recruiting and retaining minorities.

Blanshan said last week that the statement conveys a more negative message than she would like. She said she doesn't think the university would ever need to impose monetary sanctions on a department, but the option is there if necessary.

She said part of the annual budget planning process involves getting reports from colleges and departments about their activities, including a section on affirmative action.

"The annual review process is allowing a regular annual discussion between the provost office and the colleges and departments about their progress with respect to affirmative action," Blanshan said.

Blanshan said because this discussion occurs at the same time annual budgets are being discussed, "there is an implicit message that there is a connection." She said the policy has been in effect for at least two years.

She said the university is making progress because people are changing their attitudes about affirmative action and departments that were once hesitant to initiate the plan are now following other colleges.

Blanshan said people are aware that President Edward H. Jennings and Provost Myles Brand are committed to affirmative action.

"We wish to diversify our faculty and to move our faculty to continue and maintain excellence where we have had it and build it where we haven't. I think the positive leadership is being responded to," she said.

Devon W. Meek, professor and chairman of the chemistry department, said the department makes an effort every year to hire minorities.

Meek said it's difficult to identify black candidates because they aren't required to identify themselves by race on the application.

"There aren't enough candidates to go around," Meek said. Only 1.8 percent of graduate students studying chemistry are black, he said.

Meek said finding minority candidates has been a long-term problem, and that in general, there aren't enough black students being recruited into science at the high school and college levels.

"We make special efforts in sending application materials to certain schools that have a large number of black and women candidates," Meek said.

Meek said the department recruits faculty nationally, and a qualified minority applicant will be appointed first over another person who is not a minority.
Human Relations' Blanshan stresses affirmative action

By Michelle Schwartz
Lantern staff writer

Ohio State needs to attract minority students while they are still in high school, said Sue A. Blanshan, executive officer of the Office of Human Relations.

Enrollment for blacks is at about 4 percent and for women at about 50 percent, she said.

Blanshan was appointed in December by President Edward H. Jennings to head the new department, which coordinates programs on campus and provides career advice for students and faculty.

The two departments are complementary, said Blanshan. "Affirmative action deals with the quality of life received by the minorities, women and disabled in the university. Career development focuses on quality of work life for all our staff and faculty," Blanshan said.

"Affirmative action has never had the chance to be creative, proactive and a helping resource as it has now through this office," Blanshan said.

OSU's minority enrollment figures must increase, she said. Neither Blanshan nor other administrators are satisfied with minority enrollment statistics.

Blanshan said in order to increase the minority enrollment, it is essential that all university departments participate in recruitment.

It is important that students do not feel limited in their academic choices, Blanshan said. Black students are concentrated in the majors of engineering and business and many women are enrolled to become teachers and nurses.

Ohio State needs to encourage black students to enroll in fields such as physics, Blanshan said. She hopes those students would then join the Ohio State faculty upon graduation.

Blanshan said she has appointed Dr. Gay Hadley as senior administrator of career development and is in the process of appointing an administrator to the affirmative action department later this month.

She said the department did a national search for applicants.

"It's absolutely my responsibility and the staff that I hire to provide the campus with strong, clear leadership for positive affirmative action efforts," Blanshan said.

The department shares responsibility to provide information with the rest of the campus. The willingness of the deans, faculty and staff "to say let's talk about where we are going this year is a signal to me that the campus is beginning to recognize that you decentralize affirmative action so that you can share information," Blanshan said. "We want to provide an affirmative action staff expertise that can be called on as a resource pool by any unit on campus. This way we can blend the resource person with the people that know what is going on in that particular department. Blanshan said.

Jennings said he is pleased with Blanshan's performance in organizing the department. He said she is very aware of what it takes to effectively combine the affirmative action and career development programs.

Blanshan said she likes her job because it allows her to be "creative in charting new waters."
Ceremony to reaffirm OSU’s pledge to diversity

By Patricia Mroczek

The University will kick off a campaign to create an “Ohio State For All of Us” on May 20 during Human Awareness Day ceremonies on the Oval.

The celebration initiates a yearlong campus campaign to “more fully appreciate and support diversity,” says Franklin J. Simpson Jr., associate executive officer for affirmative action whose office is sponsoring the event.

“Human Awareness Day is a beginning,” Simpson says. “We feel fortunate that we have not experienced the racial incidents that have happened at other Big Ten schools. We want to maintain that healthy and open outlook on our campus while getting faculty, staff and students to commit to a diverse campus environment.”

Human Awareness Day activities will begin at 11:30 a.m. with a brief performance by student jazz musicians in front of the Main Library on the Oval. About 2,500 helium-filled balloons will decorate the area.

Simpson will announce the “Ohio State For All of Us” campaign and initiate it by signing a pledge card promising to support human diversity on campus — whether the differences represent nationality, race, religion, age, gender or sexual preference.

“It lets us take a look at the University and feel good about it,” Simpson says. “But more importantly, it gives us the forum to say blatant discrimination is not acceptable and will not be tolerated.”

He will be followed by brief comments from Sue Blanshan, executive officer for human relations. Blanshan says Human Awareness Day is about education.

“This day is about reaching minds, emotions and awareness,” she says. “If people are angry, they’re not educating. This will open dialogue in a way that is fitting with an educational institution.”

Others in the audience will then be asked to sign a pledge card supporting cultural diversity on campus. Following the ceremony, volunteers will circulate around campus seeking other signatures. Those who sign will receive a button with the slogan, “Ohio State For All of Us.”
Aim of Oval event to diffuse racism

By Itsuko Motoki
Latern staff writer

The Office of Affirmative Action has designated Wednesday as "Human Awareness Day" to call attention to the cultural diversity on campus and make people aware of racism at Ohio State.

The day will signal the "kick-off" of an ongoing program to help people better understand the various cultures on campus and help reduce racial tension, said Franklin J. Simpson Jr., associate executive officer for Affirmative Action.

Mitchel D. Livingston, dean of student life, said there were two major reasons leading to the designation of a Human Awareness Day.

First, he said, it is an opportunity for those of us at Ohio State to come together, celebrate our differences and to encourage people to communicate and understand each other, he said.

"We have wonderful resources - people from different cultures and backgrounds," Livingston said. "However, people are staying in their own groups and not interacting with each other."

Secondly, he said, there have been a number of incidents on campus where people have been physically or emotionally abused, or called names because of their race.

"We have had incidents on this campus where individuals have been attacked and students in the residence halls have received notes under their door that are abusive," Livingston said.

According to Simpson, all of the Big Ten schools have been experiencing racial-type discrimination and have reported an increase in racial tension on their campuses.

Also, many newspapers have reported a rush of incidents occurring at universities across the nation as well, he said.

"We can expect continuous increase of racial tension on campus," Simpson said.

In April, Livingston and Simpson together proposed holding a Human Awareness Day as a step to counter that tension, to take action before a major incident occurs.

The event will begin at 11:30 a.m. on the Oval with the OSU jazz combo playing songs. At 11:45 Sue Bianshan, executive officer for Human Relations, will announce the kick-off of Human Awareness Day with a speech on cultural diversity and racist behavior on campus, Simpson said.

Pledge cards will then be distributed for students to sign and exchange. Also, buttons saying, "Ohio State for All of Us," will be handed out.

Simpson said the ceremony would be an initiation into a continual program. "We will have various kinds of programs, lectures, films, seminars, workshops and retreats to help people understand and appreciate cultural diversity," he said.

If we don't call special attention to racism, Livingston said we could be placing ourselves in a position were things "just explode."
New handbook will aid quest for diverse faculty

A new University handbook will help search committees plan their affirmative action efforts.

The Handbook for Faculty Searches with Special Reference to Affirmative Action was developed through the efforts of the offices of Human Relations and Academic Affairs. John Sena, assistant provost for academic affairs, wrote the 59-page booklet.

Francille Firebaugh, then acting provost and now vice provost for international affairs, established affirmative action advocates on faculty search committees in 1986. The advocacy is a companion effort to help make significant headway with faculty diversification, according to Sue Blan Shan, executive officer for human relations.

The advocate strengthens the search by seeing that the position vacancy is widely advertised, assuring that there is no discrimination in the process and working for diversity by race, gender, and other factors among applicants, Blan Shan notes.

Because Ohio State has made affirmative action a priority and faculty positions can be the key to progress, “Ohio State needed a resource to facilitate efforts in searches — one that was readable, attractive and thorough,” Blan Shan says.

The handbook guides departments and colleges from the first step, forming a committee, to the final stage, recommending a candidate.

At Ohio State, about 23 percent of the tenure track faculty are women. All minority members make up 7.5 percent, while blacks alone make up 2.5 percent.

While percentages are important, they are not the best way to ask or answer the questions of representation, Blan Shan says.

“The question is, who’s available?” she says. “Availability pools” of applicants are critical to finding qualified women and minority candidates.

In some disciplines, for example, 50 percent of the doctorates may be held by women and 50 percent by men. Applications and hires should reflect this, says Blan Shan.

Another discipline may find that only 5 percent of the doctorates are held by members of a minority. It’s the search committee’s task to make sure the number of applicants include at least 5 percent, she adds.

The numbers don’t stop there.

Blan Shan, other staff members and Barbara Newman, associate provost, will work with academic officials to plan how to attract the maximum percentages of minorities and women.

“We have enough places that Ohio State can compete for a better corner of the market than simply its share of what’s available.”

Affirmative action is a “front end integration, not an add-on in the search process,” she emphasizes.

Committees that remain true to the University’s goals of hiring a diversified faculty from the very start of the search generally receive a wide range of applicants and can then relax, she says.

“Put the ads in key journals, make the phone calls to people at other institutions who know where qualified faculty are, gather a racially and gender-mixed list of candidates — then let the credentials speak for themselves,” Blan Shan says.

However, some problems that search committees face require long-range solutions, solutions that may change traditional hiring practices.

First, “the Ph.D. pipeline is not equitable,” Blan Shan says. Institutions must look to student recruitment and retention to ensure their graduate programs have diversity, which can help increase the numbers of minority and women doctorates.

Secondly, universities may have to change their policies of not hiring their own doctoral graduates.

“If there are only five black Ph.D. students in a certain field in a given year, and they all are in Ohio State’s graduate program, we need to ask if it is reasonable for us to lose them all to other institutions?” Blan Shan says.

It will take a nationwide effort to change those kinds of profiles and policies in higher education, she adds.

“Ohio State has been out front of the affirmative action effort philosophically and behaviorally, and we have seen some results. The handbook will help us be better, and will show (other universities) what they can do, as well.”
$7 million given for minorities

Affirmative action progress will be rewarded in budgets

By ALAN VANDERMOLEN
Lantern staff writer

To improve the success rate of affirmative action programs on campus over the next five years, President Edward H. Jennings said he is prepared to add $2 million annually to the existing $5 million spent each year on affirmative action incentives.

In his state-of-the-university address to University Senate Saturday in Dreese Lab, Jennings said that he is also prepared to use sanctions against appropriate academic programs and their leadership for not meeting affirmative action goals outlined in a plan by the university provost.

"These suggestions may seem like harsh penalties," Jennings said, "but I do not believe there can be too much emphasis on affirmative action at this institution."

Jennings' goals, referred to during his speech, are part of the Provost's Affirmative Action Plan.

The plan, according to Provost Myles Brand, has been in the works for the past year and focuses on three task force reports prepared over the summer.

Brand said the areas are black student recruitment on the professional, graduate and undergraduate levels; black student retention; and monitoring of academically at-risk students.

Brand said that a draft of the plan will be distributed widely sometime within the next 10 days. He added that the first part of the plan is for different academic areas and programs to establish their own goals within the framework of the plan.

Sanctions could begin as early as January 1 if an area fails to set its goals, Jennings said.

Addressing the three areas of the provost's plan, Jennings said, "It (the plan) emphasizes filling the pipeline through student recruitment and retention and, most importantly, through increasing the black college-going rate, whether to Ohio State or any other institution."

One program that the university will undertake to increase the pool of black undergraduate students is the Young Scholars Program. This program will target sixth and seventh graders throughout the state who will be admitted to the university and be given the financial aid they need, if they complete a prescribed high school curriculum, Jennings said.

"These suggestions may seem like harsh penalties. But I do not believe there can be too much emphasis on affirmative action at this institution."

-- Edward H. Jennings

"These students will have continuing contact with the university and attend summer programs at Ohio State, which should increase our own black student enrollments," Jennings said.

Brand and James Bishop, who will be the administrator in charge of the young scholars program, agree that the program could be a model program for other universities to follow.

Jennings did praise two areas related to affirmative action. He said black freshman admissions have increased by eight percent over last year and the College of Law has a 13 percent minority enrollment in its first-year class.

The task force report on the young scholars program will be distributed in three weeks.
OSU puts teeth into efforts to draw minorities

By Ruth Hanley

Ohio State University President Edward H. Jennings said yesterday that he will spend $7 million annually on affirmative action and he will take money away from departments that do not hire enough minorities and women.

Jennings identified affirmative action as OSU's most pressing issue this year. The initiative was made in his annual state-of-the-university address to the University Senate in Dreeze Laboratories on the OSU campus.

Despite previous attempts at increasing the numbers of minority students, faculty and staff, he said, "The best I can call our improvement is inadequate."

"I need only to look around this room and note that this University Senate is essentially a white organization. Indeed, as I review my own staff or the Council of Deans I see the rare exception, but these areas also remain too much white male preserves."

ACCORDING TO OSU officials, about 20 percent of the tenure-track faculty members are women. About 7.5 percent are members of a minority, and about 2.5 percent are black.

Last fall, 46 percent of the students on OSU's main campus were black. Figures have not been compiled for this year.

Jennings said he will increase the percentage if he feels any time that OSU's minority student enrollment will be cut if those goals are not met, additional funding will be the reward. If not, budgets will be cut. The goals have not yet been set.

Merit salary increases for deans and program managers will be based in part on how well the students are treated, he said.

"These penalties may seem like harsh penalties," Jennings said. "Some say they place too much emphasis on affirmative action.

"But I do not believe there can be too much emphasis on affirmative action at this institution. If we truly intend to become prominent, we must not accept excuses."

THIS WEEK, OSU Provost Myles Brand will announce a very strong and ambitious plan to increase the number of minority students at OSU, Jennings said.

The plan will be based on the work of three committees, which analyzed the year's data on how to attract and keep minority students and others who are academically "at risk" of not finishing college.

A major goal will be to increase the statewide pool of black students who go to college, Jennings said.

Nationally, the number of blacks who graduated from high school rose 20 percent from 1975 to 1982, but the number who attended college dropped 11 percent, he said.

THIS YEAR, OSU will establish a program in which minority sixth- and seventh-graders around Ohio will be guaranteed admission to OSU and financial aid if they complete a college-preparatory curriculum in high school.

James J. Bishop, who started this month in the newly created position of special assistant to the president for minority affairs, said after Jennings' speech that the young scholars program is still under development. He does not yet know how many students will be selected or how much the program will cost.

Recruitment efforts will focus on the eight urban areas - Columbus, Cleveland, Cincinnati, Dayton, Toledo, Youngstown, Akron and Canton - where close to 40 percent of the state's minority youth live, Bishop said.

Students in the program will visit OSU or another college campus for summer programs, he said.

OSU will meet with public school officials, community leaders and parents to develop the program. Other universities also may participate, he said.

JENNINGS SAID he expects that program to increase the number of black students at OSU. "But even if some of these students ultimately choose other colleges or universities, much will be accomplished by our leadership in this effort," he said.

For too long, universities have said that minority students are academically unprepared to attend college, he said.

"We use as an excuse that universities are not to blame, and therefore we have no obligations. We can blame primary and secondary education... parents... historical circumstances. We might even be tempted to blame the black community.

"Obviously, there is plenty of blame to go around. But we must blame ourselves first and foremost," Jennings said.
NOTE TO REPORTERS, EDITORS, TELEVISION ASSIGNMENT EDITORS:
The following university officials will be available for interviews Monday morning (10/5).
* Provost Myles Brand and Associate Provost Barbara Newman, in 203 Bricker Hall, from 9:30 to 10:30. (292-5881)
* Frank W. Hale Jr., special assistant to the president and vice provost for minority affairs, in his office, 210 Bricker Hall, from 10 to 11 a.m. (292-4355)
* Russell J. Spillman, vice provost for student affairs, in his office, 201 Ohio Union, from 9 to 10 a.m. (292-9334)

COLUMBUS, Ohio -- Ohio State University has proposed a comprehensive new affirmative action plan designed to develop a larger pool of college-eligible black students, increase black enrollment at Ohio State, improve the campus environment and increase substantially the retention and graduation rates of black students.

In order to achieve these goals, the university proposes to increase spending on affirmative action programs about 40 percent from $5 million to $7 million a year, said Provost Myles Brand.

The details of the proposed plan, contained in a 101-page report issued by the provost's office, are being shared with the university community for comment and advice through a series of open meetings beginning Oct. 8. (A meeting schedule is printed at the end of this release.)

Following these discussions, a final version of the plan will be made public in early November to guide implementation over the
next five years.

One highlight of the draft plan is creation of The Young Scholars Program, which will target black sixth graders from Ohio urban areas who would not ordinarily have the opportunity, aspirations or support to attend college. Brand said.

Students accepted into the program will be admitted to Ohio State and provided appropriate financial aid if they complete a college preparatory curriculum, participate in summer programs at Ohio State and maintain satisfactory academic progress. These students will have continuing contact with Ohio State mentors through their graduation from high school and will attend specially designed two- and three-week summer programs at the university.

The details of The Young Scholars Program are currently being worked out, but Brand said the first 200 students will be chosen this year and attend their first two-week program at Ohio State this summer.

When fully implemented, 400 students in the sixth grade will be initiated each spring and 1,400 students in grades 7 through 12 will participate in the summer program.

"The key to long term success in black recruitment is increasing the student pool from which all universities draw," said Ohio State President Edward H. Jennings. "With The Young Scholars Program, Ohio State is making a college education a possibility for many black students who may not have had the opportunity."

Jennings said the new draft action plan shows the priority that affirmative action has at the university.

-more-
"We have worked hard to create a diverse environment at Ohio State, but we must do more," he said. "I do not believe there can be too much emphasis on affirmative action."

The plan was drafted by officials in the provost's office this fall. The plan was "built on the shoulders" of recommendations made by three university committees that have been working on issues related to minority recruitment and retention, Brand said.

The three committees, which consist of faculty, students and staff, are the Task Force on Black Student Recruitment, the Student Life Project on Minority Student Retention and the Committee on Retention of Academically At-Risk Undergraduate Students.

Each of the committees presented final or interim reports to the provost this summer. Brand said the action plan "reflects a synthesis of these many diverse sources of information and ideas.

"Ohio State intends to take a leadership role in implementing affirmative action programs that will have a broad and enduring impact on higher education as a whole, as well as on our university," Brand said.

The proposed action plan sets objectives for recruitment and retention of blacks students at Ohio State for the coming years.

The draft plan calls for 7 percent of the entering class in autumn 1988 to be black. The goal is increased to 8 percent in 1989 and 10 percent in 1992. In autumn 1986, 4.2 percent of students at Ohio State were black.

Another objective is to improve the graduation rate of black students so that for the class entering autumn 1988, the five-year graduation rate is 45 percent. Currently, about 21 percent of black students graduate within five years.

Other aspects of the action plan:

-- The financial award given to the 150 students in the Minority Scholars Program will be increased. Students in that program currently receive a $1,000 scholarship if their high school grade point average is over 3.0. That scholarship will now be increased to cover full in-state tuition, currently $1,890 a year. Students with a GPA above 3.5 currently receive full in-state tuition. Their award will be increased to full in-state tuition plus $500.

-- An additional 100 full in-state tuition scholarships will be made available under the Minority Scholars Program for transfer students and students who are sophomores and above and

-more-
have a college GPA of 3.0 and above. At present, the program is only open to entering freshmen.

-- The Freshman Foundation Program, which provides funding for underrepresented minority students who have a GPA above 2.5, will be expanded to include transfer students and students at the regional campuses.

-- Three new positions will be added to the Office of Minority Affairs, thereby doubling the recruitment staff.

-- Separate recruitment and retention advisory councils will be established consisting of faculty, students and community leaders. The councils will provide ongoing suggestions for enhancing the recruitment and retention of black students.

-- Each college will establish a recruitment team -- consisting of two faculty members, a student and a staff member -- to follow up with black students who have been admitted to Ohio State but have not yet enrolled.

-- All entering black students will be invited to participate in a mentoring program. Students will be contacted by both a peer and an adult mentor who will provide an early source of information about campus life and a sense of connection to the campus community.

-- All black students who do not enroll for two consecutive quarters will be interviewed personally to determine why they withdrew from the university.

-- The Office of Human Relations will develop a campus policy to deal with racism and racial harassment.

-- Each college will develop a plan for the recruitment of black and other underrepresented minority faculty. These plans, which must be submitted to the provost by Jan. 1, will establish goals for recruitment of minority faculty members. Jennings said departments that fail to meet their goals will face budgetary penalties.

#

Contacts: Provost Myles Brand or Associate Provost Barbara Newman, (614) 292-5881.
Written by Jeff Grabmeier.

SCHEDULE OF OPEN MEETINGS ON THE DRAFT AFFIRMATIVE ACTION PLAN

Oct. 8, 7-9 p.m. Room 352 Denney Hall, 164 W. 17th Ave.
Oct. 13, 2-4 p.m., Room S-132, Rhodes Hall, 450 W. 10th Ave.
Oct. 15, 11 a.m. to 1 p.m., 103 Kottman Hall, 2021 Coffey Rd.
Oct. 17, 10 a.m. to noon, Room 100, Hagerty Hall, 1775 College Rd.
Racism inquiry said to lack help

By TERI SHALL
Lantern staff writer

The three minority residence hall directors who resigned because of racism in the Residence Life system are not cooperating in an investigation by the Office of Affirmative Action, said a preliminary report issued by the office Friday.

In a Jan. 18 letter to Case Officer Elliot Fishman, Ruby Sales, former director of Smith/Steep, said, "William Hall, director of Residence Life, agreed that there is racism and he committed himself to concrete resolutions."

"In light of his commitment to take action, we (Josefa Banaticla, Conchita Oliver and I) feel it is proper to await a response from Hall before meeting with you."

Her letter and others from Oliver, Banaticla and Hall were included in the report.

The report stated, "To date, no effort has been made by the directors to schedule a meeting with Fishman, despite a second written request."

Hall responded to the former directors' request for a response by sending them letters reiterating two of their complaints and the eight suggestions for improvement.

See REPORT, page 2

In a previous interview, Sales told the Lantern that she did not think the investigation was credible because the Affirmative Action office is an internal division of the university.

Fishman has proceeded with the second stage of the investigation, which is interviewing all residence staff members in the halls of the resigenees. About 30 of 60 staff members attended interviews with Fishman, the report said.

A meeting has also been set up between Fishman and the South Area Black Student Association, the report said.

The final report should be completed by March 11, Fishman said.
Office undertakes exam of hall racism charges

By Steve Sterrett

The Office of Affirmative Action is pursuing an investigation of charges of racism in the University’s residence hall system following the recent resignation of three hall directors.

William H. Hall, director of the Office of Residence and Dining Halls, asked for the investigation last month and on Feb. 5 released a preliminary report prepared by Elliot T. Fishman, case officer in the affirmative action office.

Fishman’s preliminary report offers a chronology of events leading up to the resignation of the hall directors and outlines the scope of the investigation.

Fishman is pursuing several angles including: interviewing South Area residence hall staff; meeting with student groups; surveying past residence hall staff; reviewing residence hall programs and services with regard to minority issues; and collecting information from various offices about complaints of racism at the University and in particular in the residence halls.

“It is important to note that, at a predominantly white institution such as the Ohio State University, one is bound to find both institutional and personal racism,” Fishman wrote in the report. “The objective of this investigation is to ascertain the manifestations of this racism and make recommendations for corrective action.”

Fishman hopes to conclude the investigation by March 11.

Josefina Banaticla, director of the Bradley, Patterson and Siebert halls complex, and Conchita Oliver, director of Baker Hall, submitted resignations Dec. 21, effective Jan. 14. Ruby Sales, director of Smith and Steeb halls complex, submitted her resignation Jan. 20, effective Jan. 31. All three were full-time employees.

In their resignation letters and in interviews with reporters, the three directors stated that the Office of Residence and Dining Halls had not responded adequately to their concerns about racism in the residence halls. They have declined so far to meet with Fishman as part of his investigation.

In releasing the preliminary report, Hall pledged that his office “is not going to ignore information, problems or issues which may surface during the course of this investigation.

“Instances of discrimination exist in any environment where thousands of people of different races, religions, cultures, sexual identities, and physical capabilities live and work.

“We have confronted and will continue to confront these issues, while striving to work toward positive change and the creation of community environments which support diversity. We have made some progress. Undoubtedly, there is much more work to be done.”
College often elusive for Black men

By David Tall

Black men have a "double barrier" in getting an education, according to Robert Ransom, research and information officer in the Office of Affirmative Action. They face both a racial barrier and a gender barrier, he said. An additional block to success is a lack of solid preparation for higher education.

"Historically, Black men have not been encouraged to be educated in this country, because of racism and because our Black fathers and grandfathers had to earn money and raise families," Ransom said during a panel discussion Feb. 17 in the Ohio Union.

Ransom was one of four University administrators who spoke on "Administrative Careers in Higher Education: A Black Male Perspective."

For Black men who do decide to seek a college education, support must come from families or a "significant other," Ransom said. Sometimes that person is a minister, coach, teacher or relative. "You may not realize the significant influence of that person until later," he said. "It could be a person you didn't like very much," Ransom added.

"Family support is one of the greatest assets Black men have in trying to knock down the walls," he said.

The panel discussion, sponsored by the Office of Human Relations, was in connection with United Black Week Feb. 13-20, on the theme: "Honoring the Black Male: Cornerstone of the Black Experience."

Panelists, in addition to Ransom, were Robbin Kirkland, assistant director of student union; Mac Stewart, associate dean of University College; and Leonard Copeland, assistant manager, property management.

Howard Williams, assistant professor of veterinary physiology and pharmacology, moderated the discussion. All of the panelists had "paid the price to be competitive at their professional levels," Williams pointed out.

The four speakers had started with vastly different attitudes toward the value of education. Several were the first in their families to go to college.

"Education for a Black meant a ticket toward success," recalled Kirkland, who was raised in Winston-Salem, N.C. "Without a high school diploma and an undergraduate degree, it was unlikely we could move forward, at least in the South."

Stewart, who grew up in a rural community in the South, agreed. He said that when he faced barriers to succeed, he decided to "turn the negatives into positives. The only means of getting there (becoming successful) was leaving." Early in life, he decided to pursue an education.

In contrast, Ransom and Copeland had no plans for higher education while in high school.

"I was left high school without getting my diploma and joined the armed forces. A Vietnam veteran, he "decided there must be something else." While working with inner-city youth, Ransom earned his bachelor's degree and began a career in social service work. He became active in the civil rights movement. "This was an awakening. I realized who I was and what I needed."

A friend sparked his interest in research. "African Americans need more involvement in research," he said. "Research, especially social science research, is being used to affect policies."

Copeland's experience was similar. "I had no aspirations for college," he said. "After serving as a Navy corpsman in Vietnam, he decided 'that an education would make the difference.' In 1974, he earned an M.B.A. at Ohio State."

A recurring theme in the discussion was the need for Black males to have good role models, mentors and encouragement from family and friends as they pursue an education. Stewart and Ransom found their advisors always expected them to go on in higher education. Both earned Ph.D. degrees.

Stewart attended Morehouse College, a predominantly-Black institution, where he found many role models. "We could hear (faculty members') experiences of how hard it was to make it and yet look at them as successful." Although each speaker stressed the importance of family, they found support also came from friends and community. Several speakers recalled how neighbors supplied them with money or groceries to help them along. The community shared the sense of the importance of education, they agreed.

As a result, the administrators felt the need to make a contribution to their own communities, and to encourage and provide mentoring. "If you come into higher education, you have an added responsibility to counsel and work with Black students," Ransom said.

The speakers recognized the importance of young Blacks moving quickly into the educational mainstream. Although he postponed his own education at one point, Copeland asserted, "If you've got the chance to go to school now or later, go now. Later takes longer and longer."
Former advocate protests OSU affirmative action

Ex-photo prof says university discriminatory

By Lewis R. Horner
Lantern staff writer

Diana Hulick firmly believes in affirmative action.
Yet the former assistant professor of photography and cinema sent out 1,000 letters, at her own expense, to women and minorities at Ohio State saying, "You should carefully consider the dangers to your career of official affirmative action advocacy or involvement with the Office of Human Relations, even when requested by the university."

Hulick, an affirmative action advocate while at Ohio State, said she wrote the letter because of her own dealings with the Office of Human Relations and one of its divisions, the Office of Affirmative Action.

She said she was discriminated against because of her actions as an advocate.

Elliot Fishman, case officer for the Office of Affirmative Action, would not comment on the specifics of Hulick's letter, but said a grievance Hulick filed with his office in June was thoroughly investigated.

Fishman's position was created in 1987 specifically to deal with affirmative action complaints, said Sue Blanshan, executive director of the Office of Human Relations. Currently the office receives about one complaint per day.

Between June 30, 1987, and July 1, 1988, 224 complaints were filed, Fishman said. Of those complaints, 66 were resolved through formal investigations by his office and of those, discrimination was found in 42 cases.

Both Blanshan and Fishman said their affirmative action decisions are not legally binding. In cases where discrimination is found, however, university regulations can be used as leverage to enforce decisions, Blanshan said.

If an offending party does not comply with the decisions, the university will not back them in the event of a lawsuit. In such a case the investigation evidence could be used against the person, she said.

"You should carefully consider the dangers to your career of official affirmative action advocacy or involvement with the Office of Human Relations, even when requested by the university."

-- Diana Hulick

Fishman said persons wishing a legally binding solution can file complaints with the Ohio Civil Rights Commission.

Blanshan said it was uncomfortable to have Hulick's letter in circulation, especially since she could not discuss it without breaching confidentiality.

Affirmative action complaints put the Office of Human Relations in the middle of conflicts where there is no way to please everyone, she said.

"I don't believe everyone loves us all the time," she said.

Blanshan said people come to her offices because they trust them and the large case load reflects that trust.

In 1987 Hulick, as an affirmative action advocate, filed a grievance with the Office of Human Relations.

As an advocate, it was her responsibility to see that guidelines for affirmative action were being followed.

In April 1987, the search committee unanimously recommended a white female for the position as chair of photography and cinema. A white male was hired instead, and, as a result, Hulick filed a grievance May 26, 1987.

Blanshan informed Hulick that there was no evidence of sexual discrimination, while at the same time, the decision noted a lack of understanding and commitment to the university's policy on affirmative action within the College of the Arts. It also noted there was an underrepresentation of women within the Department of Photography and Cinema.

The decision stated that goals and timetables would be established for future faculty hiring in the Department of Photography and Cinema. The goals and timetables were established earlier this year.

See ACTION: page 3
year, Blanshan said. Hulick was also cited as an exemplary affirmative action advocate for her department and college.

Last June, Hulick filed another affirmative action grievance alleging that discrimination and harassment resulted from her actions as an affirmative action advocate on the search committee. This grievance, running over 150 pages of documentation, was filed with the Office of Affirmative Action.

Hulick's second grievance asked that four main areas be addressed:

- Sexual discrimination in her pay raise given in July 1987.
- Illegal reprisals for filing the original affirmative action grievance.
- Repeated failure to adhere to university guidelines for affirmative action.
- A pattern of racist and sexist remarks centering around her duties as an affirmative action advocate.

The charge of sexual discrimination in pay raises was based on the fact that two male colleagues also hired as assistant professors were given substantially higher raises than Hulick — 10 percent and 15 percent raises compared to a 4 percent raise for Hulick — despite the fact that Hulick had received what she considered a better evaluation than the men.

Hulick said she is dissatisfied with the length of time the two investigations took. Hulick's initial complaint was resolved in 122 days, longer than the 90-day guideline used by the Office of Affirmative Action. Hulick said this left her open to harassment.

Hulick wanted her second complaint resolved quickly because she had a pending job offer, which she took because the university's decision did not come soon enough. Although the decision was made in 90 days, Hulick said she and her lawyer did not receive the results for another 30 days.

Hulick said she is still waiting for a satisfactory resolution to her complaints even though she is no longer with the university.

Fishman said 90 days is only a guideline and that a thorough investigation could take longer, as it did in this case.

Hulick said she and her lawyer received assurances that the case would be resolved by mid-August.

Kathleen Schulte, Hulick's attorney, said she wrote a series of letters and made phone calls from mid-August through September requesting a decision on the complaint.

Hulick and Schulte eventually received a response to the grievance. Fishman found there had been no sexual harassment. Hulick wrote in his decision that he agreed with the findings Blanshan made in September 1987 concerning Hulick's first grievance.

However, Fishman agreed with Hulick that changes should be made in the affirmative action policies and procedures. His decision stated that he was recommending that some of her suggestions be implemented concerning protection of affirmative action advocates.

Schulte said she was puzzled by the decision letter.

She said the letter was dated Sept. 2, 1988, but the envelope it came in was postmarked Oct. 4, 1988. Schulte said she found the discrepancy curious.

Another concern was that the decision letter simply reported the findings without an explanation as to why the findings were made.

Additionally, Schulte said she received a letter dated Oct. 4, 1988 from Fishman saying he had just received a letter from her dated Sept. 13, 1988.

Fishman said he did not know what delayed the letters, but did not feel it was an important issue.

Schulte responded with a letter to Fishman outlining her concerns over the handling of the case, particularly the timing of the letters, and requesting the documentation of the decision under the Ohio Public Records Act.

Schulte said she was told that the salary raise difference was because Hulick's research was not of the same quality as the research of her male counterparts, but no further explanation was given.

Fishman said that his office still correspondences with Schulte on the matter.

According to Hulick's affirmative action grievance, her involvement with the Office of Human Relations had its beginnings in November 1986 when she was appointed chair of the committee searching for a chairperson for photography and cinema. At that time she volunteered to act as the affirmative action advocate on the committee.
May 12, 1989

President: Edward Jennings

We, Black faculty, staff, and students, have been meeting for several months reviewing the affirmative action plans from various OSU colleges. We concluded that these plans show a lack of serious commitment to eradicate racism, discrimination, and other inequalities on this campus.

We hereby present a list of demands that we believe are beneficial to our needs.

We will contact you within 72 hours of this date. At that time, we expect a response to the demands. Thank you for your cooperation.

cc: The Ohio State University Board of Trustees
DEMANDS

ALL AFRICAN PEOPLE

The Ohio State University

1. A minimum salary of $20,000 per year for all full-time workers at The Ohio State University. (Benefits not included: medical, retirement, etc.)

There should be a maximum salary of $80,000 per year for all University employees including coaches, administrators, etc.

NO FAMILY can survive with dignity in 1989 with less than $20,000 per year. Less income leaves most workers and particularly women unable to meet the basic human needs of their family. Some workers are earning $12,000 per year. Many of these workers have less real income than WELFARE recipients. Many would be better off economically receiving Aid To Families With Dependent Children. We are demanding economic justice for those who work.

2. Recruit and maintain six hundred (600) faculty members of African descent by 1992.
   - 100 in 1989-90
   - 200 in 1990-91
   - 225 in 1992-93

There are now some 75 Black Faculty members at OSU. The total OSU Faculty numbers 3,300. Black Faculty should reflect the local population of 22%.

3. Recruit and maintain twenty-two per cent (22%) staff members of African descent at all classification levels by 1992.
   There are 20,000 staff members at OSU. Ten per cent (10%) is estimated to be of African descent. Racist policies have cheated Black people out of some 2,000 jobs. This wrong must be corrected by setting the following goals:
   - 500 jobs in 1989
   - 500 jobs in 1990
   - 500 jobs in 1991
5. jobs in 1992

4. Recruit and maintain at least twenty-two per cent (22%) students of African descent at OSU by 1992-93 school year.

There are now 2,500 Black students at OSU. OSU has a total student body of 53,000 students. It is estimated that more than 70% of the students who attend OSU come from the Columbus metropolitan area. The Black student body in the Columbus public schools is about 50%. The Black population, 18 to 25 years old, is approximately 30% of the Columbus area. By 1992, the Black student enrollment should approximate these population figures:

- 1,000 new students in 1989-90
- 2,000 new students in 1990-91
- 2,500 new students in 1991-92
- 3,000 new students in 1992-93

5. The Governor should appoint immediately two (2) African American members to the OSU Board of Trustees.

Presently there are no Black persons on the OSU Board of Trustees. There are two non-voting students on the Board. We demand the resignation of the last two white members to be replaced by two Black members.

6. The University should establish a 22% set-aside program for all contracts to assure greater economic fairness for Black businesses.

Black business is almost extinct in the Columbus area except for small service operations. This trend must be reversed.

7. Establish the College of Pan-African Studies.

Most colleges at The Ohio State University concentrate on European and other areas of white studies. There are more than a billion persons in the world of African descent. Therefore, the Black Studies department and other departments on campus that are designed to study and improve the lives of African people should be brought under one major umbrella. This college will be interdisciplinary and award graduate degrees (Masters and Ph.D.'s). This college will also provide expanded offerings of undergraduate courses in relevant areas - Business, Economics, Literature, Sociology, History, Political Science, Psychology, Pre-Law, Pre Medicine, etc.

8. Change the name of the Minority Affairs office to the Office of Pan African Affairs. The other groups on campus who have
also suffered discrimination should have their own office to aid their struggles.

9. Select a person of African descent by the end of Spring Quarter, 1989, with comparable skill and tenure qualifications to replace the retired Dr. Frank Hale as head of the new office of Pan-African Affairs.

10. The University should spearhead a campaign to raise $300,000,000 by 1992 to implement these recommendations.

"By any means necessary"
Malcolm X

Issued March, 1989
May 22, 1989

TO: Concerned University Citizens

FROM: Edward H. Jennings

RE: Response to Affirmative Action concerns raised by "Just Us"

On May 12, 1989, the University received a document containing recommendations covering a series of institutional issues to which the University wants to respond. On May 15, a short memorandum was received announcing that the authors of the earlier document now had organized themselves as a group called "Just Us". Before addressing the specific issues raised by the document, several general comments are appropriate.

No college or university is immune to the many complex and difficult problems inherent in providing access and opportunity in education and work for underrepresented groups, including Black Americans. Providing quality education to African-American students is an important part of this University's mission and is an integral part of our land-grant history. Ohio State is a university for all people. As Ohio's flagship institution and as one of the nation's leading research universities, we have a long tradition and policy of affirmative action. In fact, such a University tradition and policy was in existence prior to the enactment of legislation which made affirmative action a legal mandate.

Ohio State has been in the forefront of affirmative action. As early as 1971, Ohio State was identified as having graduated more minority Ph.D.'s than any other comprehensive university. More recently, the University's Affirmative Action Plan has served as a model for such programs. Ohio State has continued to honor its tradition of fairness and equity and has demonstrated its sustained commitment to results. Indeed, a great university must be pledged to work toward unlimited opportunities for all those who are associated with it. This pledge is one which The Ohio State University accepted long ago and which it will continue to honor in positive ways.
The Ohio State University has made more progress toward rectifying past deficiencies and enhancing diversity in the past 18 years than most of its peer institutions. We have attempted to reaffirm in demonstrable ways this University's commitment to diversity and affirmative action. Published reports on our expectations, goals, and accomplishments contain a good record of initiatives as we seek to expand educational and job opportunities for all.

In one sense, it is natural to be disappointed that these past efforts and our future plans are not viewed by the "Just Us" group as evidencing a "serious commitment to eradicate racism, discrimination, and other inequalities on this campus." We caution that exaggerated criticism may, in fact, diminish the very results we all seek. But there is benefit in the existence of a group who will alert us to the fact that we still have a long way to go. We welcome the constructive help of our critics to achieve results.

Clearly, we have not solved all the problems. In fact, we have only taken the first steps toward success in achieving our current Affirmative Action objectives. We always are open to rethinking our plans, and we welcome responsible suggestions for improvement in strategies. However, we do believe that we are making substantial progress in a responsible way. Moreover, as reported in the press, the programs recently agreed to by other universities, such as Michigan State and Wayne State, largely are programs that have been in place here at The Ohio State University for many years.

Regrettably, like major universities everywhere, The Ohio State University is having difficulty achieving the full measure of its ambitions in this area. Some problems are self-inflicted; others reflect the complexity of the problem, including intense competition for the limited availability of faculty and/or staff in the requisite specialties. However, rather than accepting the excuses of an inadequate pool, this University is aggressively addressing this concern at all levels, from sixth grade through recruiting graduate students to careers in academia.

Such approaches are, by their very nature, longer term in yielding results. However, shortcuts may be destructive to achieving our goals. In the process of admitting students, it is wise to be patient and work to provide the preparation and environment that will assure success. Our goals are not only to admit more Black students but, more importantly, to see them reach their academic goals and achieve degrees from this University.

Likewise, part of the strategy for affirmative action must be to build the base of properly prepared graduates of diverse racial and ethnic backgrounds for faculty and staff roles at this
nation's institutions of higher education. From such efforts, we could expect increased participation in leadership roles within academia, as well as elsewhere, by all underrepresented groups in the future.

While the pool may be limited, of course there are today many African-Americans prepared to study, teach, and work at Ohio State who could greatly enhance this institution. We must continue our efforts to identify and attract them to Ohio State as a good place to study and work. But we must be vigilant that impatience not trigger irresponsible action -- action that will be more destructive of long-term goals than constructive. We are not interested in tokenism. It would be abusive on the part of this institution to hire individuals into positions in which they cannot succeed. Affirmative action and quality are compatible; indeed, without diversity, quality is greatly diminished.

The recommendations in the document presented by the students of "Just Us" will continue to be studied with improvement of the University's affirmative action policies in mind. At this comprehensive research University, in addition to institution-wide objectives, we must focus substantial efforts on improving the opportunities and results on an individual unit basis. The challenges and the roads to success are diverse in this complex institution.

The relevant University officials certainly are open to further discussion about our objectives and our strategies for success. We will continue to strive to improve our situation in each area addressed, hopefully even surpassing our objectives. However, it must be pointed out that some of the goals set forth by "Just Us" are unrealistic, if not impossible.

We recognize that we are still far from the true realization of our goal of full and equal participation by all people in every realm of University life. Progress undoubtedly will be slow -- slower than all of us would wish. However, the continued commitment and dedicated resolve, good faith, patience, and effort on the part of everyone associated with the University to programs and actions for change is critical to achieving our objectives. I remain confident that the University community can -- and will -- work together.

Now to turn to the individual matters raised by "Just Us" on May 12, 1989:

[1] The University should establish "a minimum salary of $20,000" for all employees and "a maximum salary of $80,000."

The equity and fairness of the University's compensation system always is a matter of concern. Within our budgetary ability, we have long been a leader in payroll equity. One indication of this is the fact that all of our employees,
including faculty, enjoy a similar benefit package, and that package generally is regarded as outstanding. We will continue to work to improve the pay levels at the lower range of our pay scale. In fact, even in a tight budget year, as this one is proving to be, we hope to make disproportionate progress in improving pay levels in the lower ranges.

Nevertheless, as a practical matter, the University must maintain a compensation program that allows it to attract and retain faculty and staff at all levels. The University's compensation program must be competitive in order to recruit in external markets and, as a matter of affirmative action, we are legally and morally mandated to adhere to the principles of equal pay for equal work.

A mandated arbitrary ceiling on institutional salaries would simply negate our ability to compete in the marketplace for staff/academic talent. Conversely, arbitrarily establishing a minimum pay level without determining a job's responsibilities would create an unacceptable situation. As has been reported in numerous media, Ohio State is a very attractive place to work in terms of its salaries and benefits in virtually all job categories.


In the last few years, this University has launched a special effort to recruit and retain faculty members of under-represented groups, with enhanced numbers of African-Americans a primary objective. As noted above, the University considers racial diversity in the faculty to be a cornerstone of excellence.

In 1988, these efforts started to show positive results. Twenty-eight new Black faculty members were added in twenty-three different academic units. Thus, of the 290 new appointments to the faculty, nearly 10 percent were African-Americans. This achievement is very positive when compared to previous years. Hopefully, it was the first of several even more successful years. Success breeds success.

Nevertheless, we must remember that we are a major research university and must recruit faculty from the national and international arena. The demographic characteristics of the labor market or school population of Columbus, Franklin County, or even the state of Ohio are not relevant to faculty recruitment. We recruit faculty whose education, scholarly achievements, and professional experiences will position them to succeed in the full range of the University's mission: teaching, research, and service.
At present, the pool of potential African-American faculty members in many fields is small; in some fields it is almost non-existent. In 1986, 4 percent of all faculty members in colleges and universities in the United States were African-Americans. Of all the students who received the Ph.D. degree in all fields in the United States in 1987, 3.7 percent (904 out of 24,433 total Ph.D. degrees awarded) were African-Americans. More than 2,000 colleges and universities are competing to hire from this group.

It may look good for Ohio State if our efforts are successful at recruiting African-American faculty members from our sister institutions of higher education. But this does not solve the overall societal problem. Rather, the pool must be increased. That takes considerable time. Part of our affirmative action programs includes building the pool at the graduate and professional levels.

We are trying to improve networking with faculty at historically Black colleges. Furthermore, it is crucial that we create a more culturally sensitive and hospitable climate within all of our academic units. And, of course, we must pay competitive salaries, something that is dependent to a large extent on the market in the particular discipline, not upon an arbitrary cap on maximum salaries.


We assume that the 22 percent figures comes from the approximate proportion of the population residing within the Columbus city limits that is Black. Our pool for employees, however, comes from at least the metropolitan Columbus area, and, for many positions, from a much broader labor market. African-Americans constitute approximately 10 percent of the population of the state, approximately 12.3 percent of the Columbus Standard Metropolitan Statistical Area, and about 15.1 percent of Franklin County. Our current employment figure for African-Americans is approximately 11 percent, or close to the demographics of the Ohio job market.

Putting aside, however, the question of what is the appropriate population benchmark, we are not satisfied with our existing situation. Therefore, our affirmative action policies also apply to staff at all levels.

In recent years, even with limited ability to hire new staff members as a result of budget considerations, appointments of Blacks have increased. During the same period, a significant number of our staff members accepted employment opportunities elsewhere or retired. Thus our actual achievement on the statistical table looks rather less significant than we would
hope. It is for that reason we have insisted upon further enhancement of our affirmative action efforts with regard to staff. Nevertheless, given the rate of turnover in staff and the qualifications and specialization necessary for many jobs within the University, the goal proposed by "Just Us" simply is unrealistic.


As Ohio's land-grant university, The Ohio State University has a long tradition of providing quality higher education to the broad population of the state. Data indicates that presently approximately 14.2 percent of the students enrolled in Ohio's public schools are African-American. By 1990, it is estimated that about 12.5 percent of Ohio's college-age population will be African-American. No good measure is available to tell us how many of these will seriously consider enrolling in college, but one relatively reliable indicator suggests that about 7 percent of all students who seriously consider college are African-American. Of course not all, in fact, attend; but this is the realistic pool to work from at this time.

Using only these statistics, our entering class of 1988 at the Columbus campus, of which 6.4 percent were Black, looks reasonable. However, we are not satisfied and will continue to pursue a variety of policies to increase the numbers. We have as our objective that at least 10 percent of the fall entering class will be Black by 1992. We consider that a realistic goal considering the demographic figures for the state.

Of course, we cannot force students to come to Ohio State. We admitted 1,145 African-American freshmen for this past fall's class, but only 482 enrolled, including those enrolled on the regional campuses. (This is approximately the same yield rate as experienced for all applicants.) We hope that we can improve this yield rate, and there are reasons to think that we can. The point is that we not only face the task of increasing the applicant pool but also the challenge of increasing our yield from the pool of those admitted.

We also intend to continue programs that address the national dilemma of attracting greater numbers of African-Americans to attend college and, particularly, to reverse the national trend of declining enrollments of African-American males. These programs will benefit not only this University but all of higher education in the state and the nation.

Thus, as with our affirmative action strategy for faculty, part of the program must be aimed at increasing the pool of
students who are prepared for, and attracted to, higher education by improving the educational preparation in the earlier years. That strategy takes time but will pay off in the future.

The Ohio State University has been a leader in initiatives that have emphasized access for minority students, including the Minority Graduate and Professional Visitation Days program begun in the 1970's, the Minority Scholars Program for undergraduate students begun in the early 1980's, and the Young Scholars Program for sixth graders initiated last year. In each of these programs, students have received commitments of substantial financial support as well as academic support from the University to assist them in achieving their goals. These programs have served as models not only in Ohio, but nationally. Moreover, their impact and success are attested to by an Educational Supplement to The Call and Post, published in May of this year.

Once a student is here, moreover, we also have the challenge of retention; creating a hospitable and supportive environment that will assure the student a good opportunity to earn his or her degree. We have in place, and are developing, a number of programs to deal with this challenge.

[5] "The Governor should appoint immediately two African-American members to the OSU Board of Trustees."

The appointment of Trustees is a matter over which the University has no control. The Governor initiates such appointments, and it would be inappropriate for us to make any suggestions.

[6] "The University should establish a 22% set-aside program for all contracts."

The University has been aggressively pursuing the objective of contracting with minority-led businesses. We have made substantial progress in recent years, as reported in detail in The Lantern of May 11, 1989. The difficulty, of course, is that it is impossible to contract with business entities that do not exist or that do not yet have the capability of meeting the needs of such a large purchaser of goods and services as the University. For that reason, we have been working with fledgling enterprises to bring them along to the point where we can deal with them in a major way. This complements our currently aggressive policy of identifying and utilizing those minority businesses that do exist.

We also are working with the many units within the University that make purchases to ensure that all are sensitive
to University policy on this issue. We recently have brought in a special consultant to help with these various efforts.


The University administration does not establish colleges. There is a regular University governance procedure for consideration and action on such a proposal. A fully developed proposal should be submitted to the Council on Academic Affairs, where the merits of such an idea can be fully explored.

[8] & [9] "Change the name of the Minority Affairs office to the Office of Pan-African Affairs" and move promptly to select a person to permanently replace Dr. Hale.

The search for the replacement for Dr. Frank W. Hale, Jr. is a matter of great importance and I, too, am quite concerned with the slowness of the process to date. With Professor Hale's retirement, it was logical -- and perhaps desirable -- to re-examine the mission of the Office of Minority Affairs before mounting the effort to find a successor. That process has been under way for some time. It is now clear that the process is taking too much time and has unduly delayed the important job of finding a worthy successor for this important position. I take full responsibility for the delay caused by this breakdown in process.

I agree that it is crucial to move promptly to fill the position. Once a permanent leader is in place, we will be in a better posture to review the mission of that office. The search process will now be expedited to the maximum extent possible. It is important that we use regular University search processes, however, if for no other reason than to ensure that the person eventually appointed has credibility throughout the University community -- a necessity in this important position.

The May 12 document speaks of a person of African descent to replace Professor Hale. While all are sensitive to the need to select a person who can work effectively with the relevant Black constituencies on and off the campus, it would be both illegal and unethical to mandate that the person be of any specific race.

[10] "The University should spearhead a campaign to raise $300 million by 1992 to implement these recommendations."

The Ohio State University is slightly more than one year away from the conclusion of the largest fund raising campaign in the University's history. We still have many projects to fund before the campaign ends in June, 1990. Incorporated into that campaign were projects supporting affirmative action totaling
about $12.85 million. Those projects are not yet fully funded and additional effort will be required within the next year to fulfill even these relatively modest goals.

On May 13, 1989, the University announced the appointment of another experienced fund raiser to work specifically in the area of affirmative action support. We are hopeful that our fund-raising efforts to support affirmative action will move forward at a rapid pace over the next few years. Nevertheless, it seems very unlikely that we could, before 1992, launch a major targeted campaign -- one in the range of $300 million -- with any expectation of success. However, it is recognized that any successful effort at affirmative action costs money, and we will continue to seek private support for those efforts.
July 1, 1989

Dear Colleague:

The Office of Affirmative Action is pleased to announce that Andrea L. Turner has joined our staff. She replaces Elliot T. Fishman as Affirmative Action Case Officer.

Andrea brings with her a Juris Doctor from Case Western Reserve University and a Bachelor of Arts degree in English Literature from Swarthmore College. She comes to us from the Franklin County Public Defender's office, where she worked in the Juvenile Court system.

Also, Andrea has worked at the Ohio Legal Rights Service and the Legal Aid Society of Cleveland.

Please join us in welcoming Andrea to our staff.

Sincerely,

Franklin J. Simpson, Jr.
Associate Executive Officer

/sl
Open to all Faculty, Staff and Students

The Ohio State University

Presents

Missing Me, Missing You, Cross-Cultural Communication

A Workshop for
The Ohio State University

Presented by: Portia L. Hunt, Ph.D.

Sponsored by the Office of Affirmative Action

March 9, 1990
Holiday Inn on the Lane
328 West Lane Avenue
9:00 a.m. - 12:00 p.m.
or
1:00 p.m. - 4:00 p.m.

FREE ADMISSION

Overview
This workshop is an abridged version of a comprehensive training prepared for educators who are interested in learning how one's cultural background influences attitudes, behaviors and beliefs of people who work in culturally diverse environments. The goal of this workshop is to enhance cross-cultural communications through the identification of norms which impact on people's behavior with each other and in groups. We expect that participants will become more aware of their own cross-cultural experiences and sensitive to those of others. We have enjoyed developing this session and hope you learn from our information and the experiences we will share.

-----------------------------------------
I would like to attend the Workshop, "Missing Me, Missing You," March 9, 1990 at:
--- 9:00 a.m. - 12:00 p.m.  --- 1:00 p.m. - 4:00 p.m.

Name: ________________________________
Department: __________________________
Address: ______________________________
Phone: ________________________________

Each workshop is limited to 25 participants; therefore, participants will be selected in order of response. Please complete this section and return it by Friday, March 2, to Franklin J. Simpson, Office of Affirmative Action, 1199 Lincoln Tower, 1890 Cannon Drive, Campus. Phone 292-4207. We will contact you to confirm your participation in the workshop.
DICK GREGORY TO SPEAK AS PART OF HUMAN AWARENESS MONTH

COLUMBUS -- Civil and human rights activist Dick Gregory will deliver a lecture Friday (5/4) as part of The Ohio State University's observance of Human Awareness Month. The lecture will be held from noon to 1:30 p.m. in the West Ballroom of the Ohio Union, 1739 N. High St., and it is free and open to the public.

Gregory, who first came to national fame as a nightclub and television comedian in the early 1960s, took an active role in the civil rights movement. He marched, demonstrated, spoke out at voter registration rallies, performed benefit shows for civil rights causes, and donated food to poor people in Mississippi.

By 1967, Gregory had expanded his involvement in social causes to include, not just civil rights, but the broad spectrum of human rights and the peace movement. He fasted for 40 days to protest killing in Vietnam, the first of more than 100 fasts he has conducted since then to call attention to social problems.

Currently, Gregory is researching nutritional solutions to world and domestic hunger.

His autobiography, "Nigger," has sold more than a million copies. One of his humorous recordings, which commented on the
American social scene, was the first "talk record" to sell a million copies.

Gregory's talk will kick off a month of campus activities supporting the issues of human diversity.

"We have established a time to publicly acknowledge the importance of the principles of appreciating and recognizing cultural differences," said Franklin J. Simpson Jr., associate executive director of Ohio State's Office of Affirmative Action.

He noted that there will be events throughout May to celebrate Human Awareness Month.

"Groups across campus will be sponsoring events that will help us learn from one another and look at life from a new perspective," Simpson said.

"This is an opportunity to take pride in the diversity that is at Ohio State for all of us."

Among the events planned for Human Awareness Month are:

May 1 Minority Vietnam-era Veterans Night, Royer Multipurpose Room, 7:00 - 10:00 p.m. For more information, contact John Kovalcik at 292-8785.

May 2 Women Vietnam-era Veterans Issues Panel and Open Discussion with guest speaker, Mary R. Stout, President, Vietnam Veterans of America, Ohio Union, West Ballroom, 7:00 - 10:00 p.m. For more information, contact John Kovalcik at 292-8785.

May 2 Black Student Leadership Awards. Theme: "Forward Ever, Backwards Never: Achieving Excellence in the 21st Century. Keynote speaker: Dr. P. Eric Abercrombie, Director of Minority Programs and Services, Division for Undergraduate and Student Affairs, University of Cincinnati. 7:00 p.m., Ohio Union, Conference Theatre. For more information, call 292-6584.

May 2 "A Feminist Looks at Hollywood Actresses," Dr. Judith Mayne. 12:00 noon to 1:30 p.m., Hyatt on Capitol Square, 75 E. State Street. For more information, call 292-1882. Cost: $12. Box Lunch provided.
May 2  "New Beginnings: First Steps in Exploring Same-Sex Attraction," Larry Tyndall and Chikako Cox, 7:30 - 9:30 p.m. For more information, call 292-5766 or 8473.


May 3  Women in the Biological Sciences, Bridging the Gap to a Successful Career, Jane Brockman, University of Florida, 7:30 - 9:30 p.m., Faculty Club, Club Room, Affirmative Action Grant Program. For more information, call Dr. Taylor at 292-4414.

May 4  Human Awareness Lecture by Dick Gregory, 12:00 - 1:30 p.m., West Ballroom, Ohio Union. For more information, call Office of Affirmative Action at 292-4207.

May 5  A 5k foot race, 5k wheelchair race, and childrens run for the central Ohio community. For more information, contact Lou Flocken at 459-3909.

May 5  Resler lecture, "Gender and Sexual Inversion in the Hebrew Bible and Other Religious Traditions," Wendy Ponigen, 8:00 p.m., reception following, Holiday Inn on the Lane, Comparative Studies. For more information, call Gary Ebersole at 292-2559.

May 7  Asian Awareness Week Balloon Kickoff. Meet near the Ohio Union on the South Oval at 7:00 a.m. For more information, call Erika Seo at 291-8247.

May 7  Distinguished Affirmative Action Awards Dinner and Program; Reception at 5:30 p.m., West Dining Room; Dinner at 6:30 p.m., Main Dining Room, The Faculty Club, 181 South Oval Drive (invitation only)

May 7  Brown Bag "Who Are We As Asians," 12:00 - 1:00 p.m., Ohio Union. For more information, call Counseling and Consultation Service at 292-5766. Part of Asian Awareness Week activities.

May 9  Asian Cultural Booth & Lunch, 11:00 - 3:00 p.m., East Ballroom, Ohio Union. Food, entertainment & cultural displays. Part of Asian Awareness Week activities.

May 9  Wheelathon, 9:00 - 4:00 p.m., East North Oval (by Wexner Center). For more information, call Gina Johnson-Freeman or Joe Blandino at 292-7671.

May 9  Black Male/Female Relationships. Discussion group. 5:00 - 7:00 p.m., Black Cultural Center. For more information, contact Dennis Alexander, Ph.D., at 292-5766.

-more-
May 10  Film: "The Great Wall," 7:00 p.m., Conference Theatre, Ohio Union. Reception to follow in Memorial Room at 9:00 p.m. Part of Asian Awareness Week activities.

May 11, 11 & 12  Edwina Lee Tyler and her Afro-American percussion ensemble, A Piece of the World, Wexner Performance Space, 8:00 p.m. For tickets, call 292-2354.

May 11  Film: "The Wash," 7:00 p.m., Royer Student Center. Reception to follow at 8:30 p.m. Part of Asian Awareness Week activities.

May 12  "Take Back the Night March." Rally begins at 6:30 p.m., Goodale Park. For more information, call Gloria at 263-2277.

May 15  "Family Violence," presenter: Julie Haywood, Ohio Department of Human Services, Family Violence Prevention Program, 3:30 - 4:30 p.m., 100 Enarson Hall, 154 W. 12th Avenue. For more information, contact Hispanic Student Programs at 292-2917.

May 16  "A.A. and The Alcoholic," film. 12:00 - 1:00 p.m., 243 Arps Hall. For more information, call UFSAP at 292-4000.

May 17  Workshop: "Women in the Biological Sciences: Bridging the Gap to a Successful Career." Speaker: Dr. Beryl B. Simpson, University of Texas. 7:30 - 9:30 p.m., Club Room, Faculty Club. For more information, call Dr. Taylor at 292-4414 or Dr. Wrench at 292-6587.

May 17  "Women and Co-Dependency: A Workshop," 7:30 - 9:30 p.m. For more information, call 292-8473.

May 18  Wheelchair Games (May 18-20) Opening Ceremony, 4:30 - 6:15 p.m., Stadium; 6:15 - 7:15 p.m., Track; 2:00 - 5:00 p.m. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.

May 18  "Celebrating Diversity" Workshop, 9:00 a.m. - 5:00 p.m., Royer Center, Orange Room. For more information, call 292-2101.

May 19  Wheelchair Games (May 18-20), Various Activities, 8:00 a.m. - 6:30 p.m., Larkins Hall and Stadium. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.

-more-
May 19 Harambee: "Let's Pull Together," a Celebration of African Culture. Music: 12:30 - 4:30 p.m., Bradford Commons Parking Lot; "Malcolm X . . . In Commemoration," 5:00 - 7:00 p.m., Black Cultural Center; Forum on Philosophy of Malcolm X, 7:30 - 9:30 p.m.; Umcoja Karamu (Unity Dance), 10:00 p.m. - 2:00 a.m., Ballrooms, Ohio Unions. For more information, call Holly Smith at 292-6584.

May 19 "Malcolm X . . . In Commemoration." 5:00 - 7:00 p.m., Black Cultural Center. For more information, call 292-0074.

May 20 Wheelchair Games (May 18-20), Various Activities, 11:00 a.m. - 3:00 p.m., Stadium Fields and Larkins Hall. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.

May 20 Softball Tournament for Columbus Friends of the Homeless/C.A.S.A. For more information, call TAU KAPPA EPSILON at 294-2553 or KAPPA ALPHA THETA at 294-3161.

May 23 "Rethinking Rape," film. 7:30 - 8:30 p.m., Buckeye Suites A & B, Ohio Union. For more information, call 268-6873.

May 23 Inaugural Lecture - "The African Scholar," Dr. Abiola Irele, Department of Black Studies. 7:30 p.m., Faculty Club. For more information, call Mr. Griffin at 292-1882.

May 24 "What is Alcoholics Anonymous (A.A.) Really About? Shirley Keiner, recovering alcoholic; member of the Committee for Cooperation with the Professional Community. 12:00 - 1:00 p.m., Room 243 Arps Hall. Please call UPSAP at 292-4000.

#

Contact: Franklin Simpson, (614) 292-4207.
Dick Gregory, human rights and political activist, spoke about problems facing America today in a lecture at the Ohio Union Friday to kick off Human Awareness Month.

Gregory, who has achieved success as a comedian, author, actor, lecturer, and philosopher, has devoted his life to social causes including civil and human rights and the peace movement.

Totally committed to non-violent social change, Gregory has followed in the footsteps of Gandhi and Martin Luther King, Jr.

Gregory fasted over 100 times to raise awareness of social problems across the world.

He worked closely with King during the 1960s. Gregory was also arrested and jailed with King many times for civil rights protesting.

The Office of Affirmative Action, the Sojourner Truth/Frederick Douglass Society and the SEC Block Party Committee are sponsoring Human Awareness Month throughout May to celebrate Ohio State's cultural diversity and to emphasize the need to value and appreciate its melting pot community.

Before Gregory's lecture began, Franklin J. Simpson, Jr., of the Office of Affirmative Action said, "Human Awareness Month presents everyone with a challenge to bring the best of themselves to work together as scholars, teachers and students of a university rich in diversity and reaffirm their commitment to justice and equality."

With an entertaining, humorous and satirical style, Gregory lectured on issues and problems that face our nation.

Gregory discussed the issue of racism. He said, "I wish I could tell you the problem in America is black (or white) folks."

"If all the races people discriminate against disappeared, we would still wake up with the same problems," he said.

Gregory said he did not understand why people turn on their fellow man. If that is the way the world is, Gregory said, "I don't want to be around when the Indians start talking affirmative action."

Pondering on the thought of Columbus discovering America, Gregory asked how America was discovered when it was occupied by the Indians. If that is how things are discovered, Gregory said jokingly, "I'm going out to the parking lot to discover your car with you in it."

Americans cheered on as the Berlin Wall was knocked down, but Gregory said he did not understand how they could cheer when walls have been surrounding American Indians in reservations for hundreds of years.

Gregory pointed out flaws in the "American system." He said, "America is unethical, ungodly, unspiritual and is locked into a greed and madness the world has never known."

Gregory said information he received from a social security office in Cleveland revealed that with Supplementary Security Income, any foreigner coming into the U.S. who is over 65, blind or disabled is eligible to receive money from our government within 30 days.

The same people who complain about supplying welfare are handing out thousands of dollars a month without a second thought, Gregory said.

On the issue of laws concerning abortion, Gregory used Idaho legislators as an example. He pointed out that when Idaho was about to sign a law against abortion, threats to boycott the Idaho potato if the law was signed prevented its passing.

Carmen Bane/Ohio State Lantern
Dick Gregory, ex-comedian, stressed the values of good health and racial harmony during a speech given in the Ohio Union Friday afternoon.

When given a choice between a new life and a potato, Gregory said that Idaho legislators chose a potato. Gregory asked, "What kind of fool are you?"
36-hour Oval vigil targets human rights awareness

By Denise Cardaman
Lantern staff writer

In an attempt to raise student awareness of human rights abuse, the Ohio State chapter of Amnesty International is holding a 36-hour vigil on the oval.

A mock jail cell was set up near Hagerty Hall at 7 a.m. Wednesday and will have someone in it until 7 p.m. Thursday.

"I think it attracts a lot of people here seeing me in the jail cell looking out, then they wander over to the information table," said Nancy Larrick, a sophomore from Westerville, majoring in economics, and treasurer of the organization.

The purpose of staying there through the night is to make the point they were not going home when the sun went down and to be like people imprisoned who do not have a choice but to remain jailed Larrick said.

Amnesty International works specifically for:

• The release of prisoners of conscience, who are men, women and children imprisoned for their beliefs who have neither used nor advocated violence.

• Fair and prompt trials for all political prisoners.

• The end of torture and executions in all cases.

The Ohio State chapter of Amnesty International has four objectives or tasks that they do throughout the year, which are:

Individual cases. They receive cases from the regional office in Chicago on people who are prisoners of conscience and have not committed a crime of violence. These people may have criticized the government, participated in a peaceful protest, expressed new economic ideas or participated in a peaceful demonstration or march, James Heine, a sophomore in actuary science from Columbus, said.

After receiving the case information, the group collects signatures for petitions and sends letters, cards and telegrams on behalf of the individual prisoner to government officials, said Patrick Sweeney, a junior in biochemistry and physics from Lakewood, Ohio, and co-president of the organization.

"Governments are very sensitive to public opinion and if they think people all around the world are watching what happens to this person they will in most cases stop torturing them or mistreating them," Sweeney said.

Amnesty does not claim sole responsibility for anyone's release, but it is pretty well documented that Amnesty International has had an effect, Heine said.

Campaigns. This is similar to working on a case, but they take on a specific issue that has been perpetuating, Sweeney said.

"Instead of just helping individuals, it's to try and change trends in human rights abuse on a larger scale," Sweeney said.

Writing governments. This is similar to what they would do in a campaign, but it is not as lengthy or targeted. If they do not have a case that month they choose an area in need and write to the government, Sweeney said.

The group will also be having the "Jamnesty" concert May 23 at the Newport. Playing at the concert will be Scrawl, Girly Machine, The Obvious and others. There will be a $5 charge for advance tickets and the money will go to the national chapter of Amnesty International.
Calendar of Activities for:
Human Awareness Month
May, 1980

Groups across campus are sponsoring events that help us learn from one another and look at life from a new perspective.

This is your opportunity to take pride in the diversity that is at Ohio State for all of us.

Choose from this sampler of events -

May 1  Minority Vietnam-era Veterans Night, Royer Multipurpose Room, 7:00 - 10:00 p.m. For more information, contact John Kovalcik at 292-8785.

May 2  Women Vietnam-era Veterans Issues Panel and Open Discussion with guest speaker, Mary R. Stout, President, Vietnam Veterans of America, Ohio Union, West Ballroom, 7:00 - 10:00 p.m. For more information, contact John Kovalcik at 292-8785.

May 2  Black Student Leadership Awards. Theme: "Forward Ever, Backwards Never: Achieving Excellence in the 21st Century. Keynote speaker: Dr. P. Eric Abercrombie, Director of Minority Programs and Services, Division for Undergraduate and Student Affairs, University of Cincinnati. 7:00 p.m., Ohio Union, Conference Theatre. For more information, call 292-6584.

May 2  "A Feminist Looks at Hollywood Actresses," Dr. Judith Mayne. 12:00 noon to 1:30 p.m., Hyatt on Capitol Square, 75 E. State Street. For more information, call 292-1882. Cost: $12. Box Lunch provided.

May 2  "New Beginnings: First Steps in Exploring Same-Sex Attraction," Larry Tyndall and Chikako Cox, 7:30 - 9:30 p.m. For more information, call 292-5766 or 8473.


May 3  Women in the Biological Sciences, Bridging the Gap to a Successful Career, Jane Brockman, University of Florida, 7:30 - 9:30 p.m., Faculty Club, Club Room, Affirmative Action Grant Program. For more information, call Dr. Taylor at 292-4414.

May 4  Human Awareness Lecture by Dick Gregory, 12:00 - 1:30 p.m., West Ballroom, Ohio Union. For more information, call Office of Affirmative Action at 292-4207.

May 5  A 5K foot race, 5K wheelchair race, and children's run for the central Ohio community. For more information, contact Lou Flocken at 459-3909.
May 12
Goodby Park, on Morse Information, call 410-347-2970.

May 13
6:30 p.m., People of Asian Heritance Week activities.

8:30 p.m., Student Center, call 292-234.

May 14
8:00 p.m., Fort Totten, call 292-234.

May 15
Suggested a piece of the world, Mexican performance space,
untitled axe. The May 13, 7:00 p.m., Student Center.

May 16
9:00 p.m., "The Great Wall," 7:00 p.m., "Consequences Theater.

May 17
6:00 p.m., Darien, "Uneven Alexader," P.D., at 292-

May 18
Art on the wall from 292-777.

May 19
For more information, call 292-777.

May 20
9:00 p.m., East World Hall (by Mexican). 

March 20
Anon cultural booth & lunch, 12:00 - 1:00 p.m., other

April 21
Bring bags, bags we need, Alexs." 7:00 - 1:00 p.m., other.

May 22
Several activities are for people of Asian Heritance.

May 23
North World Hall (by Chinese) 12:00 - 1:00 p.m., other.

May 24
292-324.

May 25
Community on the South oval at 7:00 a.m.

May 26
Call the Chinese at 729-2959.

May 27
For more information, call the Chinese at 729-2959.
May 15 "Family Violence," presenter: Julie Haywood, Ohio Department of Human Services, Family Violence Prevention Program, 3:30 - 4:30 p.m., 100 Enarson Hall, 154 W. 12th Avenue. For more information, contact Hispanic Student Programs at 292-2917.

May 16 "A.A. and The Alcoholic," film. 12:00 - 1:00 p.m., 243 Arps Hall. For more information, call UFSAP at 292-4000.

May 17 Workshop: "Women in the Biological Sciences: Bridging the Gap to a Successful Career." Speaker: Dr. Beryl B. Simpson, University of Texas. 7:30 - 9:30 p.m., Club Room, Faculty Club. For more information, call Dr. Taylor at 292-4414 or Dr. Wrensch at 292-6687.

May 17 "Women and Co-Dependency: A Workshop," 7:30 - 9:30 p.m. For more information, call 292-8473.

May 18 Wheelchair Games (May 18-20) Opening Ceremony, 4:30 - 6:15 p.m., Stadium; 6:15 - 7:15 p.m., Track; 2:00 - 5:00 p.m. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.

May 18 "Celebrating Diversity" Workshop, 9:00 a.m. - 5:00 p.m., Royer Center, Orange Room. For more information, call 292-2101.

May 19 Wheelchair Games (May 18-20), Various Activities, 8:00 a.m. - 6:30 p.m., Larkins Hall and Stadium. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.

May 19 Harambee: "Let's Pull Together," a Celebration of African Culture. Music: 12:30 - 4:30 p.m., Bradford Commons Parking Lot; "Malcolm X . . . In Commemoration," 5:00 - 7:00 p.m., Black Cultural Center; Forum on Philosophy of Malcolm X, 7:30 - 9:30 p.m.; Umoja Karamu (Unity Dance), 10:00 p.m. - 2:00 a.m., Ballrooms, Ohio Union. For more information, call Holly Smith at 292-6584.

May 19 "Malcolm X . . . In Commemoration." 5:00 - 7:00 p.m., Black Cultural Center. For more information, call 292-0074.

May 20 Wheelchair Games (May 18-20), Various Activities, 11:00 a.m. - 3:00 p.m., Stadium Fields and Larkins Hall. For more information, call Gina Johnson-Freeman or Joe Bilanchio at 292-7671.
May 20  Softball Tournament for Columbus Friends of the Homeless/C.A.S.A. For more information, call Tau Kappa Epsilon at 294-2553 or Kappa Alpha Theta at 294-3161.

May 23  "Rethinking Rape," film. 7:30 - 8:30 p.m., Buckeye Suites A & B, Ohio Union. For more information, call 268-6873.

May 23  Inaugural Lecture - "The African Scholar," Dr. Abiola Irele, Department of Black Studies. 7:30 p.m., Faculty Club. For more information, call Mr. Griffin at 292-1882.

May 24  "What is Alcoholics Anonymous (A.A.) Really About?" Shirley Keiner, recovering alcoholic and member of the Committee for Cooperation with the Professional Community. 12:00 - 1:00 p.m., Room 243 Arps Hall. Please call UPSAP at 292-4000.
Affirmative action poster to battle discrimination

By Jim Criswell
Lantern staff writer

Looking out the window of his 11th floor office in Lincoln Tower, Franklin Simpson has a view of Ohio Stadium and the field where football battles are won and lost. As associate executive officer of Affirmative Action at Ohio State, Simpson sees a battle beyond the stadium which encompasses the entire campus: the elimination of discrimination.

One weapon he plans to use in the battle is a new poster designed to grab attention and address the growing problem of hate crimes on Ohio State's campus. The oblong, red, black and white poster, designed by University Publications, demands to be read with the word "discrimination" filling the entire poster. Eight forms of discrimination are printed across the poster: racism, sexism, ageism, national origin, homophobia, religious beliefs, Vietnam veteran and disability.

The story behind the poster is found at the bottom of the poster. It explains "that behavior is unacceptable at Ohio State and will be dealt with as a serious violation of university policy." It also includes a request for people to speak up if they feel they have been victims of discrimination.

Simpson said the inspiration for the poster came from other posters he has seen which address racism and prejudice at Case Western Reserve University in Cleveland and Michigan State University.

He said he believes the poster will be helpful to people who have witnessed or been victims of discrimination.

"It's also an informative piece that lets members of the university community know there is a place for them to turn," Simpson said.

One thousand copies of the posters have been ordered at an approximate cost of $2,600. He said they will be distributed sometime in October to high visibility departments such as Residence and Dining Halls, and attached to bulletin boards throughout the campus.

In addition, Simpson said he will frame some of the posters and distribute them to selected administrators to be used as artwork in their offices.

"If this poster is hanging in vice presidents offices, I think it will give a very direct message in reference to how they exercise the authority of their position," he said.

Even with a noticeable escalation in the occurrence of hate crimes on the nation's campuses, Simpson said the poster is designed to be a "proactive" not "reactive" response.

"There is a real need for universities to take a much harder look at their purpose and the kind of environment they want to provide," he said.

The poster was designed to complement another poster the Office of Affirmative Action is legally required to hang in buildings that explains the university's policy against discrimination, Simpson said.
Abbreviated logo causes board game controversy

By Carmen M. Banner
Lantern staff writer

An abbreviation for a logo featured on a flier advertising a beach volleyball board game has some people wondering what the flier is really advertising.

According to the flier, Trouble In The Sand or T.I.T.S. as it reads in bold letters, is a board game for the "recreational athlete that likes to party after play."

Franklin Simpson, associative executive officer for the Office of Affirmative Action, said he considered the abbreviation on the flier to be negative and sexually suggestive.

SIMPSON SAID HE understands it is an abbreviation, but considering the size of the print, Simpson said, T.I.T.S. could easily be interpreted and read by the viewer as the word "tits."

Simpson said he would try to contact the company that distributes the game, P.J. Games of Cincinnati, and explain to them that the Office of Affirmative Action is striving towards a bias-free society, and this type of communication does not follow their philosophical position, he said.

The Lantern tried to contact someone from P.J. Games of Cincinnati for comment, but was unable to find a listed phone number for the company.

CYNTHIA HARRIS, director for Women's Student Services, said the flier is in poor taste.

Harris said she would be interested to know who the flier is trying to attract and whether T.I.T.S. was in any way associated with the two beach bum characters pictured in the top right hand corner of the flier.

Cynthia Coburn, a sophomore pharmacy major from Cleveland, said she found the flier very offensive. The abbreviation was unnecessary, she said.
MOTIVATIONAL SPEAKER HEADLINES HUMAN AWARENESS MONTH ACTIVITIES

COLUMBUS -- Patricia Russell-McCloud, attorney and motivational speaker on equality issues, will deliver a lecture Thursday, May 2, as part of The Ohio State University's observance of Human Awareness Month.

Russell-McCloud will speak on "Vision 2000: Celebrate the Difference" from noon to 1:30 p.m. in the South Terrace Room of the Ohio Union, 1739 N. High St. Her talk is free and open to the public.

A graduate of Howard University Law School, Russell-McCloud has since 1983 headed her own business, giving talks and conducting workshops to help individuals and groups with personal and professional development. Previously, she was an attorney with the Federal Communications Commission.

Russell-McCloud's talk will kick off a month of campus activities supporting human diversity.

"We have established a time to publicly acknowledge the importance of the principles of appreciating and recognizing cultural differences," said Franklin Simpson Jr., associate executive director of Ohio State's Office of Affirmative Action.

Other events planned for Human Awareness Month include:
HUMAN AWARENESS WEEK -- 2

- Cultural Diversity Program Series, four workshops focusing on issues of cultural diversity. "American Indians and the Media" on May 16, "Sexual Harassment" on May 21, "Middle East Issues: Images of Arabs and the Middle East/North Africa" on May 28, and "Sexual Orientation and the Law" on June 6. All will be held from 1 to 3 p.m. in the Hall of Fame Room at the Hale Black Cultural Center, 153 W. 12th Ave. (Affirmative Action, 292-4207)

- Hispanic Awareness Week, April 27 - May 3. This program of educational and cultural events includes the Ohio Hispanic Congress May 1-3. (Commission on Spanish Speaking Affairs, 466-8333.)

- International Week, May 10-19. Food festivals, cultural events, films, battle of the bands, street fair and educational programs are part of this celebration. (International Students and Scholars, 292-6101.)

- "Pork Roasts," an exhibit of feminist cartoons from May 1-17 in the Wexner Center for the Arts, 30 W. 15th Ave.

- Adapted Sports Awareness Day Wheelathon, May 8 on the Oval. Open wheeling from 9 a.m. to 4 p.m., departmental challenge from 11:30 a.m. to 1 p.m.

- Jeff Charlebois, sit-down comedian, will perform at 7:30 p.m. in Room 160 of Meiling Hall, 370 W. Ninth Ave. A quadriplegic, he calls his program "Always on a Roll."

#

Contact: Franklin Simpson, (614) 292-4207.
Gays, law discussed at seminar

By Dona S. Klinger
Lantern staff writer

Sexual Orientation and the Law was the topic discussed at The Hale Black Cultural Center yesterday to conclude the Cultural Diversity Program Series this quarter.

Rhonda Rivera, professor of law and the speaker at the workshop, said when she was a professor at the University of Michigan did a study compiling information about homosexuals and the law.

Rivera said when she first started working on this, there was no information to be found in legal periodicals on gay, lesbian or bisexual issues, and she finally found the bulk of her information from gay newspapers and the lesbian music festival. Rivera said she has been covering the issue since then and has written three articles. Her most recent article is titled “Queer Law: Sexual Orientation Law in the ’80’s.”

The second issue she addressed was language and how it has changed in the area of Sexual Orientation and the Law. Rivera said she has learned to use homosexual as an adjective, not a noun.

She said one problem is when judges refer to gay and lesbian people as homosexuals, pegging them by their sexual preference.

“...This is what homosexuals do,” she said as an example of what judges will write, making it sound as if gay and lesbians are involved in sexual acts all the time.

“And when you read about how they describe gay and lesbian people, their whole focus is on sexual people,” Rivera said. Like somehow the whole nature of homosexual persons is their erotic life, she said.

Rivera said she also ran into problems when she used the term “sexual preference” while writing her second article. When people think of preference, they think of things like “I prefer vanilla ice cream over chocolate ice cream,” she said.

By thinking that way, saying sexual preference is like saying “So I prefer to have a woman today instead of a man,” she said.

Rivera said homosexuality is thought of as having a choice to make. That is not the way most gay and lesbians operate, she said.

“Most of them, not all, but most of them would say to you that they don’t feel they have a choice. The choice is not whether to be gay or lesbian, the choice is whether to act upon it,” Rivera said.

The third issue at the workshop concerned doing research in Sexual Orientation and Law and what happens to people who get into this kind of law, she said.

This is the presumption that if you work with this kind of law, Rivera said, you are either gay or lesbian. That is like presuming everyone who wrote about criminal law is a criminal, she said.

“The theory is that the only people who will write about gay and lesbian law, are gay and lesbian people and therefore they are not qualified to write about it. They must be so prejudiced and bigoted that they can not be objective scholars,” she said.

There is a presumption that a writer of this kind of law has to overcome, if they are not homosexual, Rivera said, and shrug it off when they are labeled as being so.

Heterosexuals are one of the best ones to write about Sexual Orientation and Law because it does not deal with them, she said.

The workshop was sponsored by the university’s Office of Affirmative Action/Human Relations.
SUBJECT: "Building Commitments to Diversity: Strategies for Supervisors"

FROM: Office of Affirmative Action
       Office of Human Resources

TO: University Managers and Supervisors

DATE: January 6, 1992

The offices of Affirmative Action and Human Resources are pleased to invite you to a two-day conference, "Building Commitments to Diversity: Strategies for Supervisors," to be held on February 10-11, 1992, at the Ramada University Hotel, 3110 Olentangy River Road.

This conference is designed to increase your understanding of cultural differences and provide you with strategies to deal successfully with diversity in your workplace.

Among the featured speakers and topics at the conference are:

* Jane Elliott, nationally recognized designer of the "Blue Eyed/Brown Eyed Experiment" who will focus on issues of discrimination and the feelings of insiders versus outsiders.

* A Campus of Difference, presented by the Anti-Defamation League. This one-day seminar will be held on February 11th, the second day of the conference.

* Americans with Disabilities Act will cover recent legislation and its impact on the workplace. Presented by Warren King, Office of Disability Services.

* Working with Differences as an Effective Supervisor, a one-day seminar presented on February 11th by Cathy Cooper and Dale Linder of Residence & Dining Halls.

* Communication and Gender Dynamics, a presentation on the communication styles of men and women in the workplace, presented by Dottie Painter, Ph.D., College of Arts and Sciences.

Many other topics relating to issues of diversity are also scheduled. On the reverse of this memo is the conference agenda. A registration form, which may be duplicated and circulated within your department, is attached. You may register for both days or for one day only. Fees vary and are outlined on the registration form. Deadline for registration is January 24, 1992. Registrations, as well as written cancellation notices, must be received by that date. Questions concerning registration should be directed to 292-3581.

This is a unique opportunity for you, as a manager or supervisor, to learn more about creating an environment that supports diversity. We look forward to seeing you at the conference.
BUILDING COMMITMENTS TO DIVERSITY:
STRATEGIES FOR SUPERVISORS
February 10-11, 1992
Ramada University Hotel

MONDAY, FEBRUARY 10

8:30 - 9:00 a.m. Registration/Continental Breakfast
9:00 - 9:15 Welcome
9:15 - 10:15 Keynote Address: The Eye of the Beholder
       Jane Elliott
10:15 - 10:30 Break
10:30 - 12:00 Small Group Presentations:
       Communication and Gender Dynamics
       Diversity Videos
       Institutional Racism
       White Privilege

12:15 - 1:00 p.m. Lunch
1:15 - 1:45 Luncheon Speaker: To be announced
1:45 - 2:00 Break
2:00 - 3:30 Small Group Presentations:
       Americans with Disabilities Act
       Being an Ally to Oppressed Groups
       Creating an Environment to Support Diversity
       Diversity Videos

3:40 - 4:00 Concluding Remarks
4:00 - 6:00 Reception/Diversity Training Exhibitions

TUESDAY, FEBRUARY 11

8:00 - 8:30 a.m. Registration/Continental Breakfast
8:30 - 11:30 Developing Multicultural Organizations
11:30 - 1:00 p.m. Lunch
1:00 - 4:00 Racial Identity Development
8:30 a.m. - 4:00 p.m. Two all-day seminars:
       (1) A Campus of Difference
       (2) Working with Differences as an Effective Supervisor
REGISTRATION FORM

"Building Commitments to Diversity: Strategies for Supervisors"

sponsored by
The Ohio State University
Offices of Affirmative Action and Human Resources

Please complete one registration form per participant.

Name ___________________________________________________________________
Title ___________________________ Dept _________________________________
Address ___________________________________________________________________
Telephone ________________ Fax _______________________

CONCURRENT PROGRAMS: Three options are available for the second day of the conference,
February 11th. The choices include: 1) two 1/2-day seminars, 2) "A Campus of Difference"
(a full-day seminar), or 3) "Working with Differences as an Effective Supervisor" (a full-
day seminar). Please rank your choices 1, 2, and 3 for February 11th, #1 being your first
choice.

___ Two 1/2-day seminars: "Developing Multicultural Organizations"
   "Racial Identity Development"

___ A full-day seminar: "A Campus Of Difference"

___ A full-day seminar: "Working with Differences as an Effective Supervisor"

FEES: Please check one:

___ I will attend BOTH days, February 10th and February 11th.
Fee: $70 (includes lunch and materials for both days)

___ I will attend ONLY February 10th.
Fee: $40 (includes lunch and materials for that day only)

___ I will attend ONLY February 11th.
Fee: $40 (includes lunch and materials for that day only)

REQUESTS:

___ I will need a vegetarian lunch entree for the day(s) indicated above.

___ I will need an interpreter for the presentations indicated above.

PAYMENT: Please check one

___ 100W enclosed for $ ____

___ Check enclosed for $ ____ (Made payable to The Ohio State University)

MAIL TO: Nancy Messerly, Office of Human Resources, 117 Archer House, 2130 Neil Avenue.
Registrations must be received by January 24, 1992. Cancellations must be confirmed in
writing by the same date. No refunds can be issued. For more information, please call
292-3581.
Equal Opportunity at OSU

The Ohio State University is committed to equal opportunity for all persons in the OSU community. Described in this brochure are the University’s policies, objectives, rules and regulations, and programs pertaining to equal opportunity.

Affirmative Action Policy Statement
The policy of The Ohio State University, both traditionally and currently, is that discrimination against any individual for reasons of race, color, creed, religion, national origin, sex, age, or handicap is specifically prohibited. Accordingly, equal access to employment opportunities, educational programs, and all other University activities is extended to all persons, and the University promotes equal opportunity through a positive and continuing affirmative action program.

Affirmative Action Objective
The University’s affirmative action program sets forth a detailed mechanism whereby Ohio State can achieve a balance of representation of various minorities and women at all levels of employment and academic endeavor. As a major institution of higher education and as an acknowledged leader in the educational process, OSU cannot do less than set an example for all in the matter of insuring basic human rights.

Advisory Committee on Women
The advisory committee on women assists the director of affirmative action in the planning, development and implementation of an effective affirmative action program for women.

Affirmative Action Program Areas
Recruitment and Training  Ohio State recruits on the basis of qualifications without regard to race, color, creed, religion, national origin, handicap, sex, or age, except where the latter two are bona fide and justified criteria for a position. Recruitment efforts continue to focus on providing positive and meaningful employment and advancement opportunities for minorities and women. OSU continues to strengthen and develop new recruiting sources from among those specializing in or oriented to the placement of minorities and women. Efforts are being made to increase the number of minority group and women applicants in administrative, instructional, professional, technical, clerical and skilled crafts job classifications.

Employment and Placement  Applicants for employment are screened and recommended to employing components for employment consideration without regard to race, color, creed, religion, national origin, sex, age, or handicap. Screening procedures, such as interviewing and testing, are consistent with equal opportunity federal and state laws, as well as with sound personnel policies in general.

Nepotism  The basic criteria for appointment and promotion of all University staff are appropriate qualifications and performance. Relationship by family or marriage does not constitute either an advantage or a disadvantage for appointment in the OSU community, provided the individual meets and fulfills the appropriate appointment standards.

Policy on Promotion, Demotion, Lay-off, Recall and Transfer  It is the policy of The Ohio State University to fully utilize its available human resources. This is done by:

- Filling vacancies above the starting level by promoting from within;
- Promoting on the basis of ability, performance and experience; and
- Providing job training and educational opportunities to help employees perform better in their jobs and prepare for advancement.

Demotions, reductions in force, recall following reductions in force and transfers are made on a non-discriminatory basis in accordance with OSU practice and the terms of applicable state civil service requirements.

Contractual Compliance and Minority Business  The University continues its established program of requiring all contractors of OSU construction projects to provide employment to any qualified worker without regard to race, color, creed, religion, national origin, sex, age, handicap, or labor union affiliation.

In addition Ohio State presently requires proof from contractors that they are, in fact, equal opportunity employers.

All sub-contractors on University contracts and all suppliers of material are notified of OSU’s policy of nondiscrimination.

All employees of Ohio State are advised to seek out and use the services of minority business firms in their use of “Blanket” and “John Doe” order purchasing.

Affirmative Action Grievance Procedure
Employees and students who believe that they have been discriminated against because of race, color, creed, national origin, sex, age or handicap are encouraged to contact the Office of Affirmative Action for counseling and additional information on the affirmative action grievance procedure.
Administration of the Affirmative Action Program

The Office of Affirmative Action is headed by a director who reports to the University's president. The director is responsible for over-all implementation of the written affirmative action plan which is published in OSU's Operating Manual. The director performs other duties as may be assigned from time to time by the president.

The associate director assists in the general administration and coordination of the affirmative action program, especially in the area of equal opportunity for women.

Affirmative Action Liaison Officers The affirmative action liaison officers assist and advise the director in the planning, development and implementation of the program, and serve as a hearing body when necessary and appropriate. The committee is a vital communication link between the colleges, offices, and the Office of Affirmative Action.

Individual Responsibility Each dean, director, and administrative officer of an operating unit is asked to assist in assuring, within his/her area of jurisdiction, full implementation of the policy and program. Further, it is the obligation of each OSU employee to adhere to this policy and program. The Office of Affirmative Action is responsible for overall coordination, clarification and supervision of affirmative action matters.

Information on Affirmative Action

Information about Ohio State’s affirmative action policy and program is communicated at least once each year to all employees. In addition, copies of the affirmative action program and policy are sent to each union representing OSU employees. Community organizations, news media, secondary schools, colleges and all recruiting sources are continually informed in writing about OSU’s non-discrimination policy.

Office of Affirmative Action

Archer House, Room 134
2130 Neil Avenue
The Ohio State University
Columbus, Ohio 43210
422-4207

Office of Affirmative Action
Prejudice workshop postponed

By Tom Harmon
Lantern staff writer

A Campus of Difference, a program designed to reduce prejudice at Ohio State, has been postponed until late spring because of low registration. Efforts are being made to lower the program fee to make it more affordable.

The OSU Office of Human Resources and the OSU Office of Affirmative Action are co-sponsoring the six-hour workshop to educate participants about their own biases.

Nancy Messerly, spokeswoman from the Office of Human Resources, said, "I think the problem with the low turnout is we did not do a good enough job of telling people what A Campus of Difference is all about."

Messerly said part of the problem might have been the $40 fee for the program and the fact that people were interested in other programs offered.

A Campus of Difference is one of several programs in the Cultural Diversity Program Series sponsored by the OSU Office of Affirmative Action.

A Campus of Difference is structured like A World of Difference and A Workplace of Difference. All three programs are part of a national organization affiliated with the Anti-Defamation League of the B'nai B'rith to reduce prejudice in all aspects of society, said Eunice Hornsby, training specialist in the Office of Affirmative Action Program Development.
Gay Bashing, Self Esteem and Universities: Be a Part of the Solution

A Workshop for Ohio State Staff and Faculty

February 24, 1992
2:00 - 4:00 p.m.
Frank W. Hale Jr. Black Cultural Center

Louise Douce, Ph.D.
Director, Counseling and Consultation Service

This workshop will focus on understanding the isolation and alienation that is experienced by gay, lesbian, and bisexual persons. Participants will learn strategies to become a part of the solution in academic and workplace environments.

Presented by The Ohio State University Office of Affirmative Action. For more information, call us at 292-4207.
AFFIRMATIVE ACTION

Committee critical of policies at OSU

By Tim Doulin
Dispatch Higher Education Reporter

An in-house report blasts Ohio State University's affirmative action policies and calls for new initiatives to improve the representation of women and minorities on campus.

The Committee on Women and Minorities recommends that OSU President Gordon Gee appoint a commission to do a comprehensive study of affirmative action on campus and names six departments without black or Hispanic-American faculty members that it says should add a minority within the year.

The committee of students, faculty members and staff members is a standing committee of the University Senate. Its report says it is unclear who is responsible for enforcing affirmative action policies at OSU. Noting that the university lacks a centralized computer base to collect personnel data, it described the current system as disjointed and archaic.

"Across campus, it is widely believed that, to date, affirmative action has not worked as well as intended and that bold new initiatives are needed if we are to attain a more open, egalitarian university community," the report says.

Gee, however, indicated that policy changes are not imminent and gave affirmative action at the university high marks. "I would give it a B-plus," Gee said.

"We have had many points of opportunity where we have done well and many things that have not worked as well. Overall, though, we have seen some improvement in the two years I have been here."

OSU had modest gains in the number of women and minority regular faculty members, the committee said. OSU has 831 women faculty members, or 24.5 percent of the total regular faculty. That is up from 788, or 23.5 percent, in 1990.

OSU has 357 minority faculty members, or 10.5 percent of all regular faculty. In 1990, OSU had 337 minority faculty members, or 10.1 percent.

The report, however, said that 12 of 131 departments have no women on regular faculty, and 31 units have fewer than 10 percent. A total of 78 departments have no blacks and no Hispanic-American faculty members, the report says. The committee also said that many women and minorities are concentrated in the lower ranks and face many roadblocks to advancement.

The committee applauded Gee for hiring women and minority administrators in the last year but expressed concern that budget cuts may erode the gains made by women and minorities overall.

The committee also criticized the management of affirmative action at the university.

"Despite the number of sites at which well-intended and competent individuals and committees attend to these issues, it seems that no office or committee has both the authority and the resources to implement recommendations which would improve the status and condition of women and minorities on this campus," the report says.

The committee recommended:

- The 10 largest departments be targeted for affirmative action efforts for women and minorities over the next two years.
- Six departments be required to add minorities by next year — City and Regional Planning; Communication; Family Relations and Human Development; Health, Physical Education and Recreation; Management and Human Resources; and Psychology.
- Opportunities for training with potential for advancement should be made available for all minority staff members. Union agreements should incorporate stronger affirmative action language and provisions.
- Computerize affirmative action data.
University is taking steps for affirmative action

By Gemma McLuckie

Filling the position of associate vice president for employee relations and affirmative action is just one step the University is taking to respond to African-American concerns, President Gee reported in a memorandum to Afrikans Committed to Improving Our Nation (ACTION) this month.

The memorandum, Gee said, was "intended to be a supplement to (earlier) correspondence, offering a brief capsule of progress and updates."

Members of ACTION, an advocacy group formed last spring, remain disappointed with the University's response to issues of concern to African Americans, Aya Fubara, an undergraduate student and spokesperson for ACTION, told the Board of Trustees during a forum Feb. 4.

Ohio State "seeks to move forward on a broad front of activities to address our mutual concerns," Gee said in the memo. "When we reorganized the Office of Human Resources last year, one of the goals we set was improving affirmative action planning, compliance and implementation," says Linda Tom, vice president for human resources. Among the responsibilities of the new associate vice president will be affirmative action, labor and employee relations, dispute resolution, and veterans affairs. Interviews are being held during the last week of February and the first week of March.

Steps also are being taken to answer concerns about the number of minority members on the University police force. Gee noted in the memo that Public Safety administrators have sought out applications from minority candidates for four vacancies on the Police Department. Among the strategies are making contacts with the African-American community in Columbus and placing ads in Black newspapers, according to Janet Pichette, vice president for business and administration.

Ohio State seeks to move forward on a broad front of activities to address our mutual concerns

President Gee

Earlier this month, the Board of Trustees approved moving the Young Scholars Program to the Office of Minority Affairs. "It is the hope that this arrangement will increase the University's ability to recruit African-American students and result in cost savings that may be used in other programs within OMA," Gee reported.

Also, after negotiations, the University has agreed to fund the headquarters of the National Council of Black Studies until June 30, 1994, the memorandum said. NCBS will be located in the Office of Minority Affairs but will be an independent agency.

The council is the international organization for scholars in the field of Africana and Black studies, and sponsors an annual conference. In July, more than 800 people are expected to attend the first international meeting in Ghana, says Jacqueline Wade, executive director of NCBS.

Other activities include:

- The enhancement of the Department of Black Studies. The Office of Academic Affairs is continuing a national search to fill a joint appointment between the College of Humanities and the Black studies department.

- Changes in structures or programs. Ohio State students and community children will soon be able to use a computer center with six machines in the Hale Black Cultural Center. Some computers have been donated by Roger Ball, a Columbus business owner, and others are being bought by

Minority Affairs. Other OMA projects include a tutoring program, a summer abroad program in Africa, and bringing the capital Classic football game to Ohio Stadium.

- Development and fund raising. Jerry May, vice president for development, will include the African American Development Fund in the next University Campaign. Gee noted that no development money has been designated now, but said May will "help create 'deeper pockets' for our funding, especially for scholarships." He also asked ACTION to help create fund raising strategies.

- The Committee on Diversity. The status of minority faculty is one of the first projects it has taken on. This spring it will recommend ways to increase hiring and ensure retention.

- The Hale Black Cultural Center. The center's $1.25 million renovation will have high priority in requests for the 1995-96 state funds for capital improvements.
Plan proposed for minority balance

By Lisa Satterfield
Lantern staff writer

Ohio State has greater representation of females on its workforce compared to the national rate, but is below national averages in terms of race, a report to the OSU Board of Trustees reveals.

A report on diversity and campus climate was presented at the trustees' monthly meeting Friday by Linda Tom, vice president of Human Resources, and Nancy Rudd, associate provost for the Office of Academic Affairs.

Tom provided data on current faculty and staff profiles by gender and ethnicity.

The current faculty and staff at Ohio State is 54 percent female and 46 percent male. In comparison, the national workforce is 54 percent male and 46 percent female, Tom said.

In terms of minority representation, Tom said 82 percent of the Ohio State workforce is white, 13 percent African-American, less than one percent Native-American, 4 percent Asian-American, and 1 percent Hispanic-American. The national workforce comparisons are 77 percent, 11 percent, 1 percent, 3 percent and 8 percent, respectively.

Rudd outlined four elements of a new OSU affirmative action proposal that each academic department and support unit would have to implement within the next six months.

First, each academic unit must set affirmative action goals and a timetable for achieving those goals.

Second, each unit must identify barriers to diversity and plan strategies to correct them.

The third element is to retain the minority staff that is recruited, “It is not terribly useful to recruit members of underrepresented groups, unless you can keep them,” Rudd said.

Fourth, each academic unit must establish benchmarks to measure its success in implementing and following the plan.

Rudd said one measure of success was to compare the number of underrepresented faculty and staff at Ohio State with the number at other Big Ten schools.

Ohio State is doing pretty well, Rudd said, considering all Big Ten schools face the same restraints and that Ohio State’s financial situation might be worse.

However, Rudd said there are a number of reasons a department might not reach its goal.

“One is that they inaccurately estimated the availability of various groups. Another, and I think this is particularly a problem for Ohio State right now, is that they will not be able to compete financially.

“Supply and demand works with respect to the recruitment of underrepresented groups, and when a group is small, relative to demand, salaries go up,” she said.

Tom concluded the report with a discussion of the general climate on campus. She defined climate as “the sum total of the daily environment, including the culture, habits, decisions, policies, and practices that make up campus life.”

“We need to create and maintain a positive climate,” Tom said. “This does not mean that we can make every individual happy, or that we can give every individual what they want. What this does mean, though, is that we should treat all people with dignity, sensitivity, and respect, and have fair and equitable policies and practices in place, which we consistently apply.”
Rudd, Tom report on diversity past, future

By Gemma McLuckie

The University is mobilizing its forces to hire and keep women, minorities and men working in areas where they are underrepresented, two administrators told the Board of Trustees May 7 in Columbus.

Linda Tom, vice president for human resources, and Nancy M. Rudd, associate provost, presented several charts comparing data from other large schools, both public and private. The data show Ohio State does "as well, if not better" than its peers in hiring women, Tom said. The same holds true in general for minority representation, she said.

Tom pointed out that, compared to other institutions, at Ohio State there are more men in the clerical and secretarial category, which traditionally is predominantly female.

To keep the momentum going, both academic and academic support units are developing affirmative action plans for the next three years, said Rudd, associate provost.

Committees are setting goals and timetables for hiring or retaining underrepresented groups; indentifying barriers their areas face in hiring women or minorities; and devising strategies to overcome the barriers. They also will develop approaches to address climate and retention issues because, as Rudd said, "it's not terribly useful to recruit people unless you can keep them." And committees will establish ways to measure success.

Each department will submit a yearly report on affirmative action initiatives to the offices of Academic Affairs and Human Resources. Where there are problems, they will be addressed. "These efforts are not new," Rudd said. "We have monitored units when there was a history of problems or if they requested it."

In recruiting and in measuring success, "it is important that we be realistic about what is possible," Rudd said. However, "it is not acceptable to not do anything," she emphasized.

One of the major barriers is the "pool problem" — shortages of qualified candidates who are women or minorities. Competition is fierce, and institutions sometimes enter into bidding wars for potential employees. Universities that already are fighting budget battles, such as Ohio State, are at a disadvantage.

For more on affirmative action, see page 3

Rudd used physics as an example of an academic field with a pool problem. There were 1,338 physics doctorates granted in 1991. Of that number, nine degrees went to African Americans and 145 went to women. However, of this small group some would have sought positions outside higher education. Of those seeking positions in higher education, only some would have wanted positions at comprehensive research universities. And they would have to compete three to five years of postdoctoral study in order to compete for those positions.

Also, "a physicist is not a physicist is not a physicist," Rudd quipped. A condensed-matter physicist could not be expected to conduct research in or teach astrophysics or any of the other disciplines within the field, she explained.

Subtract for these factors, and the candidate pool of minorities "often reaches zero" and "approaches zero" for women, she said.

In order to deepen the pool, academic professional organizations in fields with few women and minority Ph.D.s keep lists of women and minority graduate students. Some programs make an extra effort to recruit undergraduates into graduate programs. Others work with secondary and even primary schools to build skills and interest in their fields so as to create a future pool.

For those staff and faculty already at Ohio State, the issue of how to improve the climate for minorities and women is very important, Tom reported. It was discussed in all three equity reports presented last autumn.

Tom defined climate as "the sum total of the daily environment, including the culture, habits, decisions, policies and practices that make up campus life."

Creating a better climate does not mean making everyone happy or giving everyone everything they want, she added. It means ensuring dignity and respect.

Tom gave examples of approaches being made, such as:

- Improving policies and procedures. Colleges are using guidelines from the Office of Academic Affairs to determine faculty workloads and develop performance evaluations. Also, sexual harassment policies for students, staff and faculty will soon be finalized.
- Establishing accountability. Human Resources, Academic Affairs and the Committee on Diversity will review affirmative action plans to ensure they are being followed. Also, the University is developing job performance evaluations which will tie into a rewards system. The evaluations will include reviewing to what degree affirmative action goals have been met.
- Improving data and information. Human Resources is updating the system for collecting data, which will show the University's progress in affirmative action.

"We believe if we make progress in these areas, we will improve the climate," Tom said.
Position wanted by ACTION goes unfilled

By Chris Davey and John Lasker
Lantern staff writers

Part two in a series

ACTION has cried foul over university negotiations on a list of 22 demands it made last May to OSU President E. Gordon Gee.

Tuesday, the Lantern addressed a number of the demands that were met. But there are areas where the university has clearly not acted with all deliberate speed.

ACTION demand No. 16 states: "We demand the employment of an Affirmative Action officer with full authority to monitor and sanction violators of Affirmative Action laws and policies."

After an extensive search, Linda Tom, associate vice president for human resources, announced in April she was not going to fill the position.

Tom told the Lantern the search was not in response to ACTION's demand, but had to do with the restructuring of the Office of Human Resources.

It was announced in July 1992 that the new position, titled Associate Vice President for Employee Relations and Affirmative Action, had been created in the Office of Human Resources.

A committee was formed in Autumn 1992 and took applications from more than 300 candidates.

According to a memorandum released by Gee Oct. 16, the senior-level position was to be given these responsibilities: "Direct control of the Office of Affirmative Action, assist university in implementing Ohio State's new Affirmative Action plan and play a critical role in all diversity issues that affect the university."

Gee confirmed the national search for the position in another memo dated Feb. 3: "The national search to fill the newly created position of Associate Vice President for Employee Relations and Affirmative Action is drawing to a close, and the selection process will probably be completed sometime during Spring Quarter."

One of the final three candidates was a friend of Linda Tom's.

Tom said she decided the position would not be filled because she didn't see any qualified candidates. She said she wanted someone who could both oversee Affirmative Action and deal with employee relations, and no one "fit that bill."

She also said: "I thought that Affirmative Action was so important that they should report directly to me," Tom said.

David Williams II, associate vice provost for Minority Affairs, said he was disappointed the position was not filled.

"I had the impression that we were looking for a person whose major function was going to be Affirmative Action. About a third of the way into the process, Linda (Tom) then said, 'Well, I'm really looking for someone who can do both Affirmative Action and labor relations,'" Williams said.

Williams said because of this, when he began to search the 300-candidate field, he pushed people who were skilled primarily in labor relations to the back.

"Quite frankly, I saw some candidates who were qualified," Williams said.

Tom said she made it clear what she wanted all along.

Other areas of concern

Another one of the demands called for the OSU Police force to be 10 percent African-American.

Right now, two of OSU's police force's 50 officers are African-American, representing 4 percent, said OSU Deputy Chief of Police Ronald Michalec. About 15 percent of Ohio's population is African-American.

Michalec said there are currently 4 positions open on the force, but he has not been directed to fill any of these with African-Americans. He said the search to fill these positions will be completed in compliance with university Affirmative Action regulations, but he has not been directed to fill any particular number of positions with any one minority group.

ACTION also demanded that 10 percent of the student body be comprised of African-Americans.

President Gee stated on April 13 in an "Open Letter to the University Community," that "the university appears to be well on its way to enrolling 500 new African-Americans in next fall's class of 5,200 to 5,400 freshmen. This is very near the Action Plan goal of 10 percent."

The Action Plan was a document created in November 1987. Like the ACTION demand, the plan called for 10 percent of the university population to be African-American. If the enrollment projections for Autumn 1993 are correct, then 2,600 of about 46,000 students will be African-American. This represents about 5 percent of the student body — nowhere near the ACTION demand of 10 percent.

"Not unless a miracle happens, we won't have 10 percent African-Americans total on this campus this fall. But we certainly hope that next fall's incoming freshman class will be 10 percent African-American," Williams said.

In Thursday's Lantern: The problems with recruiting African-American faculty; black studies in the General Education Curriculum; and the rhetoric issue.
Affirmative Action moves to Archer House

The Office of Affirmative Action now is in 124 Archer House.
The phone number remains 292-4207. However, the fax number now is 292-4424.
Affirmative Action Strategies

All academic and academic support units are currently developing three year affirmative action plans. The most frequently asked question by units is "what affirmative action strategies can we use when our hiring opportunities are so limited?" It may be helpful to first provide a brief historical perspective about "Affirmative Action."

"Affirmative Action" is a strategy conceptualized in the 1960's to compensate for historical inequities and to correct imbalances that are the result of workplace practices favoring white males in the workplace. Given the drastically low representation of protected groups in the workforce in the 1960's and 1970's, affirmative action emphasis was primarily focused on hiring practices and numeric workforce profiles. The primary goal was to increase the numbers of women and minorities in the workplace.

Given the highly competitive economic environment of the 90's, which is very different from the abundant decades of the 60's and early 70's, applying affirmative action concepts only to hiring decisions limits its use as a strategy for promoting equity and diversity in the workplace. If the goal is to introduce and effectively support diversity, efforts must go well beyond just getting someone in the door.

Affirmative action strategies must now support diversity by focusing on pool development, retention, and climate improvement efforts, including efforts to help prepare all employees for their changed environment. Pool development means increasing the number of potential minority and female applicants in specific employment fields. Pool development efforts of Ohio State University affirmative action plans include networking with minority organizations to encourage interest in a field, providing education and training through intern programs, and supporting employee efforts to attain formal education. The result can be potential minority and female applicants to fill future vacancies.

Once individuals are hired, they are more likely to remain with an organization which is supportive. Examples of efforts to retain employees cited in University plans include developing recognition programs, providing females and minorities opportunities for development through mentoring and investing in employees by providing development or training opportunities. Investments include allotting time or resources for employees to attend workshops, take coursework, etc. Exit interviews will also be used by units to get departing employees' assessment of opportunities for recognition, career development and advancement. Organizations with supportive environments are more likely to attract other protected category members.

Many things go into creating a positive climate for employees. Some of these are treating people with dignity, sensitivity, and respect; providing fair and equitable policies and practices; and helping all employees to learn to enjoy and celebrate diversity.

One unit conducted a pilot "climate survey" to determine the nature of the climate issues. The goals cited in this unit's affirmative action plan are to directly address diversity issues identified through the survey. Such goals include repeating the "climate survey" every three years, conducting periodic focus groups on climate issues and providing on-going training on affirmative action and diversity. The goal is to help employees understand and respect diversity. An environment receptive to differences is also likely to attract a diverse workforce when opportunities to recruit and hire are available.
Ruling has no affect on affirmative action

Jagdeep Kang
Lantern staff writer

A court decision striking down a University of Texas law school’s affirmative action program will have no affect on Ohio State’s affirmative action program, said Steven J. McDonald, associate legal counsel at OSU.

Last week, the U.S. Supreme Court let stand a federal appeal panel’s March decision concluding that the University of Texas’ affirmative action program is unconstitutional. The Texas law school program, aimed at increasing the enrollment of minorities, was invalidated in Texas, Louisiana and Mississippi by a panel of appellate judges based in New Orleans.

The decision contradicts the 1978 U.S. Supreme Court Bakke decision which allows educational institutions, including OSU, to consider race as one of the many factors in obtaining a diverse student body.

“It is an opinion they (other states) will certainly look at,” McDonald said, “but this case is not binding across the country right now other than Bakke.”

Some are concerned because the appeals court ruling can be cited in support of efforts to scrap similar affirmative action programs beyond three Southern states.

“I think it is a setback in the sense that the court has missed the opportunity to give clarity to this issue,” said LeRoy Pernell, vice provost in the Office of Minority Affairs. “I am particularly troubled by the ‘blindfold’ that the legal system is putting on in terms of history and relative progress of the people of color.”

Pernell thinks the court’s opinion has no immediate and direct application to OSU but is concerned about the political message it sends.

“It tends to fuel those who believe that there is no basis of racism and its impact on society,” Pernell said.
OHIO STATE NAMES INTERIM AFFIRMATIVE ACTION DIRECTOR

COLUMBUS -- Olga Esquivel-Gonzalez, an Ohio State University staff member since October 1994, has been named interim director of affirmative action at the university. Her appointment in the Office of Human Resources takes effect immediately.

At the same time, Ohio State has announced it is reopening the search for a permanent director of affirmative action. A search committee will be formed and the search is expected to begin within 60 days.

Larry Lewellen, associate vice president for human resources, and Nancy Rudd, vice provost for academic policy and human resources, will direct the search.

Two previous searches to fill the position have been unsuccessful, and the position has remained vacant for 3 1/2 years. The search was delayed in the past year as other campus leadership transitions were completed, including naming a new president and provost.
The affirmative action director is responsible for coordinating affirmative action planning for faculty and staff; meeting diversity goals of the university; tracking regulations and achieving university compliance; and providing training and communications to faculty and staff on affirmative action.

Lewellen, who has supervisory responsibility for the position, said he expects Esquivel-Gonzalez to serve in the interim post until at least June 30, when a permanent director should be named.

Esquivel-Gonzalez currently is a consultant and team project leader in the Office of Human Resources’ Consulting Services, and she also has worked at Ohio State as an employee relations specialist.

Lewellen said she is knowledgeable about diversity and affirmative action planning and issues at Ohio State and other institutions. Since Aug. 1, she has performed several functions of the vacant director’s position, Lewellen said, including working on discrimination complaints and investigations and affirmative action planning.

Esquivel-Gonzalez earned a bachelor’s degree in history and Latin American Studies from the University of Massachusetts at Amherst in 1982 and a law degree from the University of Connecticut Law School in Hartford in 1986.

She practiced immigration law and workers’ compensation and personal injury law in Connecticut prior to working at Ohio State.

Contact: Larry Lewellen, associate vice president for human resources, (614) 292-3456
The Ohio State University
Department of Theatre
and the
Office of Affirmative Action

presents

HALLS OF IVORY
By James Vance

Directed by
Mark Powers

February 13, 1990
3:00 p.m. and 8:00 p.m.
Drake Union, Stadium II Theatre
Halls of Ivory

"If universities, which are supposedly the epitome of culture and learning in our society, cannot practice the principles of democracy and illustrate them by example, where in the world with they be illustrated and practices?"

- Lawrence H. Snyder
Dean of the Graduate School
University of Oklahoma, 1947

Cast in order of appearance:

Thurgood Marshall
George Lynn Cross
Mac Q. Williamson
Cross's Secretary
Ada Lois Sipuel Fisher
Mr. Jones
Robert Carter
Cleveland County Court Judge
Oklahoma Supreme Court Judge
George McLaurin
Supreme Court Justice
Court Clerk
Photographer
Reporters
Annie
Roy
Miss Bradley
Students

THERE WILL BE ONE 15-MINUTE INTERMISSION

Title 70, Section 451, of Oklahoma Statutes, 1941, provides as follows:

"The public schools of the State of Oklahoma shall be organized and maintained upon a complete plan of separation between the white and colored races, with impartial facilities for both races;"

Title 70, Section 455, Oklahoma Statutes, 1941, provides a penalty for any person, corporation or association of persons maintaining or operating a school or college for the benefit of mixed races, and provides in full as follows:

"It shall be unlawful for any person, corporation or association of persons, to maintain or operate any college, school or institution of this State where persons of both white and colored races are received as pupils for instruction, and any person or corporation who shall operate or maintain any such college, school or institution in violation hereof, shall be deemed guilty of a misdemeanor, and upon conviction thereof shall be fined not less than one hundred dollars nor more than five hundred dollars, and each day such school, college or institution shall be open and maintained shall be deemed a separate offense."
THE FOURTEENTH AMENDMENT (1868)

The 14th Amendment defined U.S. citizenship, and reversed the traditional federal-state relationship by providing for the intervention of the federal government in cases where state governments were accused of violating the Constitutional rights of the individual.

RATIFIED JULY 23, 1868

Section 1. All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and of the State wherein they reside. No State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States; nor shall any State deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

Plessy v. Ferguson (1896)

Justice Brown delivered the opinion.

The Plessy case was a test of the constitutionality of an 1890 Louisiana law providing for separate railway carriages for whites and Negroses.

"The information filed in the criminal District Court charged in substance (Homer) Plessy, being a passenger between two stations within the state of Louisiana, was assigned by officers of the company to the coach used for the race to which he belonged, but he insisted upon going into a coach used by the race to which he did not belong."

In the majority opinion of the Court, "separate but equal" accommodations for Negroses constituted a "reasonable" use of state police power. Furthermore, it was said that the 14th Amendment "could not have been intended to abolish distinctions based on color, or to enforce social . . . equality, or a co-mingling of the two races upon terms unsatisfactory to either."

Justice John Marshall Harlan delivered a dissenting opinion in this case which proved to be a prophetic one: "...the judgment this day rendered will, in time, prove to be quite as pernicious as the decision made by this tribunal in the Dred Scott case. The thin disguise in railroad coaches will not mislead anyone nor stone for the wrong this day done."

State of Missouri, ex rel. Lloyd Gaines v. University of Missouri

305 U.S. 337 (December 12, 1938)

Chief Justice Hughes delivered the opinion.

After Lloyd Gaines, a Negro, had been refused admission to the law school of the State University of Missouri, he filed an action for mandamus on the grounds that his refusal constituted a denial of his rights under the 14th Amendment of the U.S. Constitution. The University of Missouri defended its action by maintaining that Lincoln University (a predominantly Negro institution of higher learning) would eventually establish its own law school which Gaines could then attend and that, in the meantime, he could exercise the option of pursuing his studies outside the state on a scholarship. The Supreme Court of Missouri dismissed Gaines' petition for mandamus, and upheld the university's decision to reject his application.

The U.S. Supreme Court, however, reversed this decision, maintaining that the state of Missouri was obliged to provide equal facilities for Negroes or, in the absence of such facilities, to admit them to the existing facility.

ADA LOIS SIPUEL FISHER is a native of Chickasha, Oklahoma. Attorney and educator, Mrs. Fisher received her BA from Langston University and her Juris Doctorate from the University of Oklahoma. She also holds an MA in History from the University of Oklahoma. She was in general practice in Oklahoma City from 1952-57. For the last thirty years, she has been at Langston University. Mrs. Fisher was Professor and Chair of the Social Sciences, and most recently, Director of the Urban Center in Oklahoma City. Her husband of more than forty years, Warren W. Fisher, passed away in December just after Mrs. Fisher had retired. She has two children: a daughter, Mrs. Charlene Factory, Principal of Millwood Intermediate School; and a son, Bruce P. Fisher, who is Assistant Secretary of State for Oklahoma. She is our special guest for the opening of this production.

THURGOOD MARSHALL was born on July 2, 1908, in Baltimore, Ohio. He holds an AB from Lincoln University and the degrees of LL.B. and LL.D. from Howard University. Currently seated on the United States Supreme Court, Justice Marshall was a visiting professor of Law at more than a dozen universities including Syracuse, Johns Hopkins, Brandeis, University of Mississippi, and the University of Liberia. In private practice from 1933-37, Justice Marshall served as the Special Counsel for the NAACP from 1938 to 1950; U.S. 2nd Judicial Circuit from 1961 to 1965; U.S. Circuit Court Solicitor General, 1965-67; and was appointed Justice by Lyndon Johnson in 1967.

ROBERT LEE CARTER was born in Caryville, Florida, in March of 1917. He received his AB, Magna cum laude, from Howard University in 1937; LL.B magna cum laude, Howard University, 1940; L.L.M. from Columbia University, 1941. He served as Asst. Special Counsel for the NAACP in 1945-46 and as General Counsel from 1956-68. Carter was appointed Judge of the U.S. District Court for Southern N.Y. in 1972.

Although unable to join us for this production, Judge Carter sent the following message:

"I am delighted that the Supreme Court arguments in the Sipuel and McLaughlin cases are memorialized in The Hall of Ivories. Since McLaughlin was my first argument in the United States Supreme Court, it is an event in my career that will remain fresh in memory. Let me hasten to add, parenthetically at least, that being fresh in memory does not necessarily mean that the reality has not been altered by time. I would very much like to see what the playwright makes of the event and the character and how the characterization is embellished by the actor. I was fortunate to have played a role of historical significance to Oklahomans and, indeed, to all Americans. I am deeply honored that the University of Oklahoma Theatre seeks to remind Oklahomans of the Sipuel and McLaughlin cases through this play. Thank you for inviting me, and please extend to the young men and women participating in the production of the play my best wishes."
HALLS OF IVORY

By James Vance

James Vance's play, Halls of Ivory, presented February 13, 1990, in the Stadium II Theatre in Drake Union, gives one a bitter taste of man's inhumanity to man and the humiliation of racial injustice. Vance, an actor and director as well as a playwright, was commissioned by Constitution 200, the Oklahoma branch of the National Celebration of the Bicentennial of the Signing of the Constitution of the United States, to write a play with an Oklahoma theme based on the Constitution.

The play is based on the Sipuel and McLaurin cases, which involved segregation at the University of Oklahoma in the 1940s—cases later overshadowed by the landmark Brown vs. the Board of Education, but which are no less important.

"One of the points of the play is to examine the very slow process that these Civil Rights workers had to deal with in order to gain any ground whatsoever," Vance said.

Ada Sipuel was a young Black woman, a graduate of Langston University, who came to OU to study law. The only provision Oklahoma had for Blacks who wanted to take graduate courses was to give them money to go out of state, which Sipuel did not want to do.

Her case ended up at the U.S. Supreme Court with the help of her attorney, Thurgood Marshall (who would later serve as a Supreme Court justice). The Supreme Court ruled that Oklahoma had to let her in school, as they would any other student.

"She came back to OU, expecting to be admitted, but instead, the state slapped together a 'Jim Crow Law School' in the basement of the state capitol building in Oklahoma City." Vance said, "She was the sole student, and they hired three lawyers to be her professors. In that way, they could be covered by the 'separate but equal' doctrine that we were living under at the time."

Sipuel refused to go, and her case was left hanging. Meanwhile, an elderly gentleman, George McLaurin, who had been a professor at Langston University, came to OU with five young Black graduates, all applying for different courses of graduate study, part of the NAACP's maneuver to challenge the "separate but equal" interpretation of the 14th amendment.

They were declined admission at first, but eventually were allowed to attend, though only on a completely segregated basis. Sipuel was also allowed to attend, usually having to sit in a different row than the other students.

But for McLaurin, the segregation was more complete. "He went to the Supreme Court and told about the humiliation—the separate table in the cafeteria surrounded by a chain with a lock on it and a security guard standing by, a study table on a different floor in the library away from whites, having to sit in an alcove adjacent to the classroom—an alcove that once was a broom closet—or sitting in a chair out in the hall and listening through the open door, the fact that there was only one restroom on campus for Blacks," Vance said.

Thurgood Marshall fought this ruling in the Supreme Court for two years until 1950, when the McLaurin decision was handed down. This was the beginning of the end of all segregation, which finally ended with Brown.

Vance drew on public records and interviews with Sipuel and George Cross for his play, making himself so familiar with the personalities of those involved that the dialogue he has written rings true so that the cast chosen can carry off the performance quite well.
Open to all Faculty, Staff and Students

The Ohio State University

presents

HALLS OF IVORY

By James Vance

Directed by
Mark Powers

Tuesday, February 13, 1990
3:00 p.m. and 8:00 p.m.
Stadium II Theatre, Drake Union
FREE ADMISSION

Co-Sponsored by: The Office of Affirmative Action and The Department of Theatre

This early history of the life of Supreme Court Justice Thurgood Marshall is presented as a part of Black World Week and Black History Month.
MEMORANDUM

TO: University Faculty and Staff

FROM: Larry M. Lewellen, Associate Vice President for Human Resources

DATE: September 3, 1999

SUBJECT: Affirmative Action Programs for Veterans

As a government contractor, the university is subject to Section 402 of the Vietnam era Veterans Readjustment Assistance Act of 1974. This Act requires us to take affirmative action in the employment and advancement of qualified Vietnam era Veterans and disabled Veterans. The Veterans Employment Opportunities Act of 1998 covers a new group of Veterans who served on active duty during a war, in a campaign, or expedition for which a campaign badge was authorized.

If you are a U.S. military veteran who participated in any of the campaigns/expeditions listed on the back of this letter and would like to be considered under the university’s affirmative action program, please complete the attached form and return it to the indicated address.

Submission of this form is voluntary and will be used only in accordance with the Act. Information obtained concerning individuals will be kept confidential and used only for affirmative action purposes.

If you have already self-identified as a Vietnam era, or disabled veteran, you may do so again, but it is not necessary. If you have any questions, please call Bill Hospodar, Director of Veterans Affairs, at 292-8383.

Thank you.

Attachment
<table>
<thead>
<tr>
<th>Campaign/Expedition</th>
<th>Starting Date</th>
<th>Ending Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Defense Service</td>
<td>09/08/39</td>
<td>12/07/41</td>
</tr>
<tr>
<td>Army Occupation of Austria</td>
<td>05/09/45</td>
<td>07/27/55</td>
</tr>
<tr>
<td>Army Occupation of Berlin</td>
<td>05/09/45</td>
<td>10/02/90</td>
</tr>
<tr>
<td>Army Occupation of Germany</td>
<td>05/09/45</td>
<td>05/05/55</td>
</tr>
<tr>
<td>Army Occupation of Japan</td>
<td>09/03/45</td>
<td>04/27/52</td>
</tr>
<tr>
<td>China Service</td>
<td>07/07/37</td>
<td>09/07/39</td>
</tr>
<tr>
<td>China Service Medal (Extended)</td>
<td>09/02/45</td>
<td>04/01/57</td>
</tr>
<tr>
<td>Korean Service</td>
<td>06/27/50</td>
<td>07/27/54</td>
</tr>
<tr>
<td>Navy Occupation of Trieste</td>
<td>05/09/45</td>
<td>10/25/54</td>
</tr>
<tr>
<td>Navy Occupation of Austria</td>
<td>05/08/45</td>
<td>10/25/55</td>
</tr>
<tr>
<td>Navy Occupation of Berlin</td>
<td>05/08/45</td>
<td>10/02/90</td>
</tr>
<tr>
<td>Navy Units of the Sixth Fleet</td>
<td>05/09/45</td>
<td>10/25/55</td>
</tr>
<tr>
<td>SW Asia Service Medal (Desert Shield/Storm)</td>
<td>08/02/90</td>
<td>11/02/95</td>
</tr>
<tr>
<td>Vietnam Service Medal (VSM)</td>
<td>07/04/65</td>
<td>03/28/73</td>
</tr>
</tbody>
</table>

**Armed Forces Expeditionary Medal (AFEM)**

<table>
<thead>
<tr>
<th>Country</th>
<th>Starting Date</th>
<th>Ending Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Berlin</td>
<td>08/14/61</td>
<td>06/01/63</td>
</tr>
<tr>
<td>Bosnia and Herzegovina (Joint Endeavor)</td>
<td>11/20/95</td>
<td>12/20/96</td>
</tr>
<tr>
<td>Bosnia and Herzegovina (Joint Guard)</td>
<td>12/20/96</td>
<td>Present</td>
</tr>
<tr>
<td>Cambodia</td>
<td>03/29/73</td>
<td>08/15/73</td>
</tr>
<tr>
<td>Cambodia Evacuation (Eagle Pull)</td>
<td>04/11/75</td>
<td>04/13/75</td>
</tr>
<tr>
<td>Congo</td>
<td>07/14/60</td>
<td>09/01/62</td>
</tr>
<tr>
<td>Congo</td>
<td>11/23/64</td>
<td>11/27/64</td>
</tr>
<tr>
<td>Cuba</td>
<td>10/24/62</td>
<td>06/01/63</td>
</tr>
<tr>
<td>Dominican Republic</td>
<td>04/28/65</td>
<td>09/21/66</td>
</tr>
<tr>
<td>El Salvador</td>
<td>01/01/81</td>
<td>02/01/92</td>
</tr>
<tr>
<td>Grenada (Urgent Fury)</td>
<td>10/23/83</td>
<td>11/21/83</td>
</tr>
<tr>
<td>Haiti (Uphold Democracy)</td>
<td>09/16/94</td>
<td>03/31/95</td>
</tr>
<tr>
<td>Iraq (Northern Watch)</td>
<td>01/01/97</td>
<td>Present</td>
</tr>
<tr>
<td>Korea</td>
<td>10/01/66</td>
<td>06/30/74</td>
</tr>
<tr>
<td>Laos</td>
<td>04/19/61</td>
<td>10/07/62</td>
</tr>
<tr>
<td>Lebanon</td>
<td>07/01/58</td>
<td>11/01/58</td>
</tr>
<tr>
<td>Lebanon</td>
<td>06/01/83</td>
<td>12/01/87</td>
</tr>
<tr>
<td>Libyan Area (Eldorado Canyon)</td>
<td>04/12/86</td>
<td>04/17/86</td>
</tr>
<tr>
<td>Mayaguez Operation</td>
<td>05/15/75</td>
<td>05/15/75</td>
</tr>
<tr>
<td>Panama (Just Cause)</td>
<td>12/20/89</td>
<td>01/31/90</td>
</tr>
<tr>
<td>Persian Gulf (Earnest Will)</td>
<td>07/24/87</td>
<td>08/01/90</td>
</tr>
<tr>
<td>Persian Gulf</td>
<td>08/02/90</td>
<td>01/02/92</td>
</tr>
<tr>
<td>Persian Gulf (Southern Watch)</td>
<td>12/01/95</td>
<td>Present</td>
</tr>
<tr>
<td>Persian Gulf (Vigilant Sentinel)</td>
<td>12/01/95</td>
<td>02/15/97</td>
</tr>
<tr>
<td>Persian Gulf Interception Operation</td>
<td>12/01/95</td>
<td>Present</td>
</tr>
<tr>
<td>Quemoy and Matsu Islands</td>
<td>08/23/58</td>
<td>06/01/63</td>
</tr>
<tr>
<td>Somalia (Restore Hope)</td>
<td>12/05/92</td>
<td>03/31/95</td>
</tr>
<tr>
<td>Taiwan Straits</td>
<td>08/23/58</td>
<td>01/01/59</td>
</tr>
<tr>
<td>Thailand</td>
<td>05/16/62</td>
<td>08/10/62</td>
</tr>
<tr>
<td>Vietnam and Thailand</td>
<td>07/01/58</td>
<td>07/03/65</td>
</tr>
<tr>
<td>Vietnam Evacuation</td>
<td>04/29/75</td>
<td>04/30/75</td>
</tr>
</tbody>
</table>

**Navy Expeditionary Medal and Marine Corp Expeditionary Medal**

<table>
<thead>
<tr>
<th>Country</th>
<th>Starting Date</th>
<th>Ending Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cuba</td>
<td>01/03/61</td>
<td>10/23/62</td>
</tr>
<tr>
<td>Indian Ocean/Iran</td>
<td>11/21/79</td>
<td>10/20/81</td>
</tr>
<tr>
<td>Iranian/Yemen/Indian Ocean</td>
<td>12/08/78</td>
<td>06/06/79</td>
</tr>
<tr>
<td>Lebanon</td>
<td>08/20/82</td>
<td>05/31/83</td>
</tr>
<tr>
<td>Liberia (Sharp Edge)</td>
<td>08/05/90</td>
<td>02/21/91</td>
</tr>
<tr>
<td>Libyan Area</td>
<td>01/20/86</td>
<td>06/27/86</td>
</tr>
<tr>
<td>Panama</td>
<td>04/01/80</td>
<td>12/19/86</td>
</tr>
<tr>
<td>Panama</td>
<td>02/01/90</td>
<td>06/13/90</td>
</tr>
<tr>
<td>Persian Gulf</td>
<td>02/01/87</td>
<td>07/23/87</td>
</tr>
<tr>
<td>Rwanda (Distant Runner)</td>
<td>04/07/94</td>
<td>04/18/94</td>
</tr>
<tr>
<td>Thailand</td>
<td>05/16/62</td>
<td>08/10/62</td>
</tr>
</tbody>
</table>

For updates check: www.opm.gov/veterans/html/vgmedal2.htm
The Ohio State University
Veterans Self-Identification Form

1. Are you a Vietnam era Veteran?  
   Yes____ No____
   (A person who served on active duty for a period of more than 180 days any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged with other than a dishonorable discharge. Service time need not have been in Vietnam.)

2. Are you a disabled veteran of any era?  
   Yes____ No____
   (A person entitled to disability compensation by the Veteran Administration for a disability rated at 30% or more, or a person discharged for a disability incurred in the line of duty during any era.)

3. Are you a veteran of any war, campaign, or expedition listed on the back of the basic letter?  
   Yes____ No____

4. Are you a veteran of a war, campaign, or expedition listed on the back of the basic letter, but do not want to self-identify for affirmative action?  
   Yes____ No____

5. Do you have a DD 214 Form (Certificate of Release or Discharge from Active Duty)?  
   Yes____ No____

Name: ____________________________________________

Department: ____________________________________________ Telephone: ______________________

Campus Address: ____________________________________________

Classification: CCS____ Unclassified _____ Faculty____

Signature: ____________________________________________ Date: ______________________

If you have questions or would like more information concerning these policies, please contact the Office of Veterans Affairs at 292-8383.

Please Return by October 1, 1999 to:
Office of Human Resources, Veterans Affairs
130 Archer House, 2130 Neil Avenue
Women relay ideas on improving status

By Pamela Powers

Ohio State should work to bring women into the mainstream of University life, Elaine Hairston, director of the Office of Affirmative Action said Tuesday at the Centennial Commission's task force hearing on the status of women.

According to Hairston, women's ideas must be incorporated into the policy of the University. There are very few women who hold important administrative positions in the University, she said and 48 of the University's 212 departments have no female members.

Hairston said there is a definite need for a change in the preconceived roles of women.

Lynda Green, a member of the local Women's Liberation chapter, also presented her views to the Task Force on Hearing Ideas for Future Goals.

According to Green, one of the main goals of the University should be the establishment of day care centers for the use of all University women. These services should be available to faculty, staff, and student women at little or no cost, Green said.

Green as well as Pat Markunas who represented the Women's Self Government Association at the hearing said the University also needs to improve its gynecological services at the Health Center.

Markunas noted that there are about 75-100 unwanted pregnancies at Ohio State each quarter. This number could be greatly reduced if birth control and abortion counseling and devices were available at the Health Center, she said.

Other suggested changes presented to the task force by the speakers were:

- The establishment of housing on campus for professional women students.
- The elimination of questions about sex, marital status and number of children from University employment applications.
- The appointment of a women to the Board of Trustees.
- The establishment of more women's courses leading to the establishment of a department for women's studies.
- An increase in the female enrollment into the professional schools.
- More consideration towards the women's liberation movement in campus publications, and the stoppage of sexist advertisements in these publications.
- The establishment of more flexible class hours so working women will be able to attend the University as well as the establishment of more flexible working hours for faculty and staff.