Commission appointees optimistic

9-24-75
By Karen A. Welzel

Members of the Commission on Women and Minorities, announced Tuesday by President Harold L. Enarson, expressed optimism about their appointments to study affirmative action programs at Ohio State.

Chairperson Joanne Murphy, University ombudsman, said she hesitated when first asked to head the 14-member commission because “the task is a difficult one, but now I really embrace it as a real challenge and hope that I can give the kind of involvement and leadership that we can carry this task through to completion.”

The commission will review the status of women and minorities on campus and may recommend measures to strengthen and improve the University’s affirmative action program.

While she chairs the commission, composed of faculty, staff, students, community leaders and alumni, Murphy will retain limited responsibility for the ombudsman’s office. Added staff will serve during the term of her nearly full-time commission work.

A Graduate assistant, Judith Harvey, will be appointed to the ombudsman’s office to manage its affairs. Murphy will be available to the staff and office to consult and handle selected problems, she said.

Murphy said a date has not been set to meet with Enarson, but said she expects the work to be completed by next fall. She added she does “not want to prolong the study any longer than possible,” but on the other hand, does “want it to be thorough.”

Student commission members are Kujenga Ashi, former chairman of the Ali African Student and Faculty Union (AASFU) and Hayes Taylor, a sophomore from East Liverpool.

Ashi said he would “push as hard as I can for the things that black people need on this campus” and “would like to see it meet the demands that the black students have made.” Ashi was referring to demands made by the AASFU to Enarson Spring Quarter 1975 for improvement of the Office of Minority Affairs, recruitment of black faculty members and students, an examination of the affirmative action program and revamping of the Black Education Office.

TAYLOR COULD not be reached for comment.

Community leaders and alumni on the commission include U.S. District Court Judge Robert Duncan; Marie Jones, chairperson of the advisory committee to the Office of Minority Affairs; and Anne Saunier, manager of staff relations at Battelle Columbus Laboratories.

Duncan, a former Ohio Supreme Court member, said he hopes the commission can give “fairness to everybody.” Duncan has been U.S. district court judge since July 1974 after serving as Chief Judge of the U.S. Court of Military Appeals in Washington, D.C.

Jones, a long-time member of the NAACP and supporter of the Columbus Urban League, said she would “personally hope that whatever the commission does, it will contribute to the development of a meaningful affirmative action program on the campus.”

SAUNIER SAID she was mainly interested in affirmative action in employment as opposed to scholarship and women studies programs or minority studies.

Faculty and staff members on the commission are: Robert E. Blake, associate professor of engineering; Georgiana H. Bowman, coordinator of black student programs; Rita Hirschman, instructor in University libraries; Susan U. Knox, management analyst in business administration; and Arthur D. Lynn Jr., professor of public administration.

Other faculty include William Moore Jr., professor of educational administration; Margaret T. Nishikawa, professor of physiology; and Virginia A. McDermott, assistant professor of communication.

Blake said he hopes the commission will “put forth a dedicated effort to see if we can come up with some solution to some of the problems that are inherent in a large complex.”

Bowman, program chairman for the National Council of Negro Women, said it was her wish “that all of us do an equitable job and be consistent in whatever policies that we formulate.

Our aim should reflect and include the respective views of the cultural diverse groups which encompass the makeup of the University,” Bowman said.

Hirschman is a member of the Affirmative Action Liaison group.

Knox hopes the commission can find out the status of affirmative action and make good recommendations for any changes that need to be made.

LYNN HAD no comment other than to say he was an “interested University citizen.”

Moore said his commission seat gives him an “opportunity to work firsthand and see what we can do about the situation.

“We heard things are getting better, but they aren’t,” he said. “We need to open up the system to everybody.”

Nishikawa said she was entering the commission “with an open mind.” She is a member of American Women in Science.
Commission studies affirmative action

By Karen A. Welzel
11-7-75

The 16-member Commission on Women and Minorities, which will evaluate Ohio State’s equal opportunity programs, is keeping a “low-profile” until members can become acquainted with the laws, programs and implementations of affirmative action, said Joanne W. Murphy, University ombudsman and commission chairperson.

MURPHY SAID the commission, which met Wednesday for the third time since the announcement of members by President Harol L. Enarson Sept. 23, is in the process of “self-education” about affirmative action programs and how they relate to employment, contract compliance, the community and the University.

Members have been given material to read about federal policy and executive orders dealing with equal opportunity for women and minorities so they can understand how Ohio State’s programs and policies fit into the sphere of government regulations, she said.

“This certainly is not a dramatic process, but we simply must have the education so we can reach in our minds a point of understanding and comprehension sufficient enough for addressing what the concerns and issues are,” Murphy said.

Enarson proposed the commission to the Board of Trustees in July as part of a statement of initiatives concerning expanded opportunity for women and minorities at Ohio State.

THE PANEL, composed of two students, nine faculty and staff and three alumni and community leaders, will evaluate equal opportunity programs at Ohio State to determine whether they are accomplishing affirmative action goals. New directions to strengthen effectiveness may then be suggested, said Eric R. Gilbertson, special assistant to the president.

Murphy said commission members are trying to come up with a solid definition of what affirmative action is.

“What is affirmative action and how it is achieved are some of the issues we are trying to discuss,” she added.

“We have to then try to understand what are its objectives in education and employment within higher education,” Murphy explained.

The commission will meet again Nov. 20. It will be an open meeting, as were the previous meetings on Oct. 18 and Oct. 29. Meetings will remain closed until the “in-house organization” is finished, Murphy said.

The panel intends to have open meetings because input from the community is necessary, Murphy said.

“This process can’t work with 14 people clustered in a room isolated from the community,” she said.

“But we have to have a good grasp of the issues and what we are involved with so we can work effectively.”
Administration looking to future

21 Nov 75
Commissions, collecting and calendar show new initiative

By Karen A. Welzel

The University administration looked to the future during Autumn Quarter with a search for a director of affirmative action, a commission to evaluate equal opportunity programs and the announcement of a five-year calendar.

The administration also took concrete action for the future by collecting royalties on products bearing Ohio State's name and seal and negotiated for protected general liability insurance for University Hospital.

Five candidates for the post of University director of affirmative action may not be presented to President Harold L. Enarson by Jan. 1 because of the large number of applications received for the post by the search committee.

The committee, chaired by Edna R. Fritz, director of the School of Nursing, will not be able to start conducting personal interviews with selected applicants from the field of 197 until the beginning of January.

The directorship was vacated when Madison H. Scott was appointed vice president of personnel services in July.

The 14 members of the Commission on Women and Minorities, announced by Enarson in September, have moved from "general to specific" organization as they prepare to start active implementation of their tasks to evaluate Ohio State's affirmative action programs, said Joanne W. Murphy, University Ombudsman and commission chairperson.

The commission met Thursday to look at organizational plans involving issues, individuals, overall pur-poses and information about equal opportunity, Murphy said.

In four previous meetings the group reviewed and studied federal and University affirmative action guidelines.

The University Senate Calendar Committee, with the approval of the Council of Deans, announced a five-year calendar which will begin Autumn Quarter classes the third week of September and cut exam periods from five days to three-and-a-half or four days.

This was the first year the University collected royalties on products imprinted with the University name or seal. Manufacturers making such products must have a licensing agreement with Ohio State since the University registered the name and seal with the U.S. Patent Office late in 1974 and in March 1975.

Royalties collected, roughly $2,900 as of Nov. 17, will be put into the general scholarship fund to benefit students.

Administrations officials are meeting with state officials and representatives of the Joint Underwriters Association to agree on the terms of a general liability insurance policy, including malpractice insurance, for University Hospital.

The hospital was left open to lawsuits after a Jan. 1 state statute removed the sovereign immunity of state institutions.
Women's services growing slowly

By Maggie Smith and Ed Syguda
4-20-77

Services and programs for women at Ohio State have grown due to women's initiatives since 1972, but are still in the growing stages, according to the final report of the Commission on Women and Minorities.

ISSUES THAT were brought forth in the early 1970's which the commission saw as still in the formative stages include:

- Exploration of alternatives in the development of women's studies.
- Services for older women returning to the University.
- Inexpensive child care for women with children.
- The integration of various University programs for women.

An ad hoc self-appointed committee of women was organized in 1972 to discuss the development of an integrated academic program for women's studies. They submitted a formal proposal for a Center of Women's Studies to the Council of Academic Affairs in Spring 1974.

The council did not accept the proposal for a center, but offered an Office of Women's Studies, the report said. Differences were diminished between the committee and the council, and in January 1975 an acting director was appointed to the Office of Women's Studies.

In 1976, the Board of Trustees ratified the appointment of the first permanent director, the report said. The purpose of the office was to promote a feminist perspective through programs of instruction, research, and community service.

Mary L. Moffit, director for the Office of Women's Studies, said the office has strived to become a Center for Women's Studies.

"The difference between a "center for" and an "office for" is very technical," Moffit said. But, as it stands now, the Office for Women's Studies cannot offer a major in women's studies because it does not have the power to hire faculty, she said. A Center for Women's Studies would be able to offer a major.

The office currently helps coordinate and develop women's studies courses in other departments and also offers an introductory course in women's studies, Moffit said.

Moffit said the office has only three full-time administrators, which makes it difficult to coordinate various programs necessary for women's studies.

The office does not have the staff needed to "generate research" which is a "very necessary component" for women's studies, Moffit said. In order to generate research, "we need a staff person who could be free to apply for and coordinate research grants."

Lack of personnel makes it difficult to coordinate efforts with various departments and deans on how "they could be plugged into" women's studies, she said.

Moffit pointed out that various departments within the University have developed courses dealing with women's studies to supplement their particular field of study.

There is a need for a major in women's studies because "most models women have to emulate are models that are "male defined" or "male perpetuated," she said.

For example, Moffit said, one reads about the great male pioneers in American history like Daniel women involved in the walk across America.

Through women's studies, information concerning women will be uncovered and "will change what is thought of as the traditional male role," she said.

In 1972, the University's Advisory Committee on Women expressed an interest in the growing population of "mature women students." The results of the Task Force on Re-entry, formed in 1973 to consider the status of these women, recommended the creation of an Office of Adult Student Services with a full-time director, according to the report.

THE OFFICE would represent concerns of the older student to the planning and policy-making agents of the University, the report states. According to the study by the task force "of those undergraduates over 35, women return in a ratio of 3 to 1 over male students."

In 1974, according to the report, the Office of Women's Programs in the Office of Continuing Education was established.

Sue Wilcox, a counselor in the office, said it has one full-time coordinator and a part-time counselor and secretary. She said they presently have about 600 women on a mailing list for information from their office. In December 1976, 4,000 women over the age of 25 were enrolled at the University.

More women are finding it possible to return to school because it is advantageous to their career or will aid in their personal enrichment, Wilcox said. Women's programs serves as an "entry point" into the University for older women, who often have anxieties about returning to school.

The office provides academic and career counseling, support and information to the women. They help the University through continuing education or through a regular degree program, Wilcox said.

An older woman returning to school faces several problems upon her return. Wilcox said these problems include the anxiety of learning to discipline herself to study again and the anxiety of being with younger students if she is much older.

Many women must find child care while they attend classes, she said. Most women hire a sitter for their children or place them in a private child care center.

Wilcox said the Ohio State Child Care Program has openings from "time to time" and notifies the office of them, but there is usually a waiting list for enrollment in the program. Having child care provided by the University would "make it easier" for women with children.

RATHER THAN making child care arrangements before coming to the University, as many women do now, they could take care of everything (classes and child care) at one time, she said.

Ohio State's Child Care Program doesn't have the facilities to meet the demand of students and faculty, said John L. Strohle, account clerk for the Child Care Program.

The center, which handles about 170 children a day, sets its price proportional to family income.

Work-study students and students enrolled in Family Child Development staff the center, Strohle said.

The center, which was expanded one-third its original size two years ago, can not be expanded further, said Steve W. Stoffel, assistant vice president for Personnel Services.

Stoffel said he did not know what plans the University has made...
Another office for women was established in 1975, according to the report. The Office of Women's Services in the Counseling and Consultation Center provides counseling as well as programming events for women.

According to the report, the office "has been allocated a small budget and a large task."

Rusty Belote, coordinator for the office, said they presently receive a budget of $2,000 from the office of Student Services for programming workshops, speakers and other events. Programming for this year was "exciting" she said, because the Office of Black Student Programs and Development planned several programs that appealed very strongly to women.

Belote said she has requested more funding for next year from student services.

Women's Services presently has one full-time coordinator (Belote), one part-time assistant coordinator, several graduate students and a work-study student, she said.

Belote said she requested Richard Armitage, vice president for the Office of Student Services, to make the assistant coordinator a full-time position next year. As for the other positions, Belote said that they couldn't handle any more.

According to the report, what appears to be missing is the Office of Women's Services is the formal organizational integration of various University programs for women.

"That is what we have been working on," Belote said.

With a larger programming budget, women's services can "encourage and help other's women's groups" to program activities, Belote said.
University pay scales scrutinized

By Leigh Hermance

University officials have agreed to conduct an extensive self-study to discover if salary and status inequities for women and minorities exist at Ohio State.

President Harold L. Enarson said that where salary discrepancies due to discrimination are found, the university will adjust pay schedules.

The decision to conduct the study is the result of a recent conciliatory agreement between Ohio State and the Department of Health, Education and Welfare (HEW). The university has agreed to report employment data for analysis in a format prescribed by HEW. However, Ohio State will continue to exercise control over affirmative action decisions, according to a report made by Enarson to the Board of Trustees.

Last November, HEW officials conducted an audit of Ohio State's affirmative action program and ruled OSU eligible for federal funds. This ruling cleared the way for a major grant to the Center for Vocational Education.

The study will expand and modify a pilot study which David Shapiro, assistant professor of economics, directed last year for the Commission on Women and Minorities, said Sue T. Kindred, associate director of the Office of Affirmative Action.

Shapiro discovered a $4,000 discrepancy between the salaries of male and female faculty members in the 13 departments surveyed. His study was limited to departments where the faculty consists of at least three women and three men.

Shapiro found that male faculty members at Ohio State generally have higher educational credentials than their female counterparts. This educational gap accounts for only about one-half of the salary discrepancy, Shapiro said.

"One possibility is that the $2,000 reflects discrimination, the other possibility is that it reflects important factors not studied," Shapiro said.

Shapiro reported that more study is needed and suggested that other factors, such as publishing productivity and actual work experience versus potential work experience, be explored.

For women, actual work experience is expected to be less than potential work experience due to maternity leaves, Shapiro said.

"In general, women with graduate degrees tend to have fewer children than women as a whole and spend a brief period out of the labor force," he said.

The study, which the Office of the Provost is designing, will expand Shapiro's study to include all faculty and staff. It will compare the salaries of minorities and non-minorities.

The university study will also examine the number of women and minorities who apply for employment. They hope to determine if job information and employment advertisements are reaching these groups.
Dear Women Colleagues:

- What is the campus climate like for you?
- Have you suffered sexual harassment? In a class? On your job?
- Have you had adequate opportunity for career advancement?

Many women at the University are concerned about institutional practices and policies which affect women's representation, treatment, and success. To address these issues, the Ohio State University Commission on Women is sponsoring six forums to give women the opportunity to raise concerns and offer recommendations.

- Open forums are scheduled for—

  Monday, October 7  
  5 - 6:30 p.m.  
  Faculty Club, Grand Ballroom

  Tuesday, October 8  
  Noon - 1:30 p.m.  
  Scarlet Rooms, Drake Union

  Wednesday, October 9  
  Noon - 1:30 p.m.  
  Tavern, Ohio Union

  Thursday, October 10  
  Noon - 1:30 p.m.  
  Skou Hall, Room 100  
  Wooster Campus

  Thursday, October 10  
  3:30 - 5:30 p.m.  
  Room S135 University Hospital  
  Rhodes Hall Auditorium

  Friday, October 11  
  Noon - 1:30 p.m.  
  224 Morrill Hall  
  Marion Campus

- Please join us—for any one or part of a forum. Whether you come to speak or to listen, you’ll be showing your support for the needs of women at Ohio State.

If you prefer not to speak, or if you are unable to attend one of the forums, your concerns are still of great interest to the Commission. Write to Andrea A. Lunsford, Chair, President's Commission on Women, Department of English, 421 Denney Hall, 164 W. 17th.
e-mail ALUNSFO@OHSTMVSA.IRC.COHISTATE.EDU.

The Commission members look forward to hearing from you.

Sincerely yours,

Andrea A. Lunsford
Chair, Commission on Women

AAL/pk
Report: Hold on to affirmative action ideals

By Gemma McLuckie

Ohio State will have to be strong in its determination not to slip back into the patterns of hiring and promotion found two or three decades ago, said Rebecca Jackson, chair of the Committee on Women and Minorities.

"Affirmative action as we've all known it is going to change," she told University Senate May 6 in a presentation of the committee's annual report. "We need to be able to respond."

President Clinton has ordered a review of federal affirmative action guidelines. Some see the review as an attack on programs that encourage or require the hiring and promotion of women, members of ethnic minorities, people with disabilities, and veterans.

It is critical to focus and centralize the efforts of University groups concerned with affirmative action, diversity and climate, said Jackson, associate professor of internal medicine and physical medicine and rehabilitation.

"We can't have a hundred different programs running around without some general organization and working together for a common goal," she said. Instead, the University community must develop a strategic plan, with the goal of "fulfillment of each person's maximum potential."

Within that strategic plan, colleges and departments must make their own comparisons. The Committee on Women and Minorities recommended that each college analyze situations for faculty, staff and students in individual units.

"It's important for us not only to look at aggregate statistics, the kind that looks at colleges, but to look at department by department differences within colleges," Jackson said. Comparisons will enable administrators, faculty and staff to "really do the kind of self-analysis necessary to make decisions on where we need to change and what we need to do differently, or (to see) what we are doing right."

The women and minorities committee suggested extensive reviews of progress made by departments individually, then collectively. Reviewers would look at how the departments are developing a pool of candidates through tactics such as diverse graduate student enrollment, awarding advanced degrees and awarding fellowships. They also would examine faculty distribution and new hires; retention, including achievement of tenure; staff distribution; and climate.

The committee noted that the University will be filling vacancies created by the Early Retirement Incentive for faculty with long service to Ohio State. "We look at this as a window of opportunity," Jackson said. The committee recommended setting aside some of the funds saved because of early retirements as a fund for encouraging diversity hiring or for developing candidate pools where diversity in hiring is difficult.

Also, to get information to improve academic units, the committee urged administrators to conduct exit interviews. Exit interviews would give Ohio State a "look at what we did right — in fact, what we did to develop faculty so other universities want to hire them away — and likewise, what factors came into play to make the faculty member choose to leave the University," Jackson said.

Exit interviews would add to data collection that, while vastly improved under the guidance of Linda Tom, vice president for human resources, is not as complete as it needs to be, Jackson said. For instance, each department should provide information that now is unavailable, such as the diversity of its undergraduate student enrollment and of graduate associates and fellows.

In its report, the committee also recommended:

- Annual assessment of departmental chairpersons' progress on improving diversity. The assessment would be one component of merit pay. College deans also would be held accountable by the provost or rewarded for affirmative action and diversity activities.
- Reviews by deans of affirmative action plans for every faculty and administrative vacancy.
- Increased efforts to hire women and minorities at the executive, senior administrative and professional level.

For your information

From the Committee on Women and Minorities' 1994 report:

- While the total number of faculty decreased 7.25 percent from 1991-94, the rate of attrition for members of minorities and women was less than for total faculty. The result is a faculty slightly more diverse than that of four years ago.
- Slightly more than one-fourth of University faculty are female.
- Women are more likely to have untenured appointments.
- There has been a decrease in the number of women assistant professors, but the percentage of women assistant professors is growing.
- The number of women associate professors rose from 235 in 1991 to 274 in 1994.
- Since 1992, there has been relatively little progress in increasing the number of women who are full professors.
- Ethnic minorities comprise approximately 11 percent of the total faculty.
- The Asian American or Pacific Islander faculty is the largest ethnic minority group, 6.5 percent; with African Americans comprising 3.3 percent of total faculty and Hispanics 1.4 percent.
- In the past year, the University lost faculty who were members of the African American, Hispanic or Asian American ethnic groups, which negated gains made in 1992-93 for all ethnic groups.
Women and Minorities Committee

The role of the committee is to monitor, evaluate, and advise the JCH/OSUCCC in terms of inclusion of minorities and women in faculty, students, fellows, patients and participants of all research conducted within the JCH/OSUCCC, especially clinical trials. The committee will meet quarterly and submit reports to the Directors of the OSUCCC and JCH. At the meeting, the committee will review: 1) data on accrual to therapeutic and non-therapeutic protocols; 2) the current portfolio of open protocols; 3) current non-protocol research; 4) pending protocols and grants; 5) active faculty search committee reports; 6) fellowship applicants and candidates; and 7) outreach activities/events planned and that have occurred during the last 3 months. The committee will make suggestions for direction changes, etc., in each of these areas in relation to women and minorities.

The committee will be chaired by the Director and Co-Director of the Diversity Enhancement Program and supported by the Program Manager of the Diversity Enhancement Program. The committee will consist of the following persons or representatives:

Chair - Electra D. Paskett, Ph.D.
Co-Chair - William Hicks, M.D.

Carol Welsch
Daria Fickle
Bertie Ford
Dianne Gordon
Miguel Villalona
Maria del Carmen-Lambea

Janet Sanfilippo
Leon McDougle
Women F & Prof Organization
Melissa Thomas
Jorge Guzman
Raquel Raices

Ad hoc members:

Wanda Dillard
Jaci Holland
Jeff Walker
Cecilia DeGraffinreid

Nancy Jones
Dennis Smith
Donn Young
Cathy Tatum

One member of the committee (other than the Director, Co-Director or ad hoc membership) will also serve on the Community Advisory Board of the Diversity Enhancement Program.

The committee will review data from all seven areas of responsibility, set goals for each area (in conjunction with the Senior Leadership of the CCC), monitor progress towards these goals, and make suggestions, as well as facilitate implementing strategies where appropriate, as to how the CCC and JCH can accomplish the goals. This committee will assume responsibility for this portion of the CCC core grant and site visit. The Senior Leadership of the CCC/JCH will monitor the work of the committee.
Women And Minorities Committee  
Roster 2003

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