

**2004-2005 Report to the University Senate**

**Senate Diversity Committee**

Committee Members:

Christine Ballengee Morris-(Chair)

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Susan Saltzburg

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Jose Villa (OMA)

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Carmeen Yarbrough (OHR)

## Goals/Activities

The Senate Diversity Committee has established the following goals and activities this year:

- Consider other possibilities beyond the Christian-based institutionalized holidays at OSU and other institutions for recommendation to the Office of Human Resources.
- Continue to explore the committee's role with the President's Diversity Lecture Series and review and evaluate the following:
  - Who is the contact person?
  - One program should come from the President and Provost agenda for the year such as Outreach and Engagement that mirrors their year long goal and drives the academia.
  - The target population for the Series needs to be varied: students, faculty, and community.
  - We recommend bringing in speakers who address student's interests and recognition.
- Continue to explore Admission's responsibilities and initiatives to increase diversity on campus and be inclusive with language that mirrors the Multicultural Center and OMA.
- Administer (in conjunction with OHR) and select the Distinguished Diversity Enhancement Awards (DDEA). This year's recipients:

J. Briggs Cormier  
Graduate Student, PhD. Candidate  
The Department of Theatre  
College of the Arts

William J. Hicks, M.D.  
The James Cancer Center  
Diversity Enhancement Program

The Department of Civil and Environmental Engineering and Geodetic  
Science, College of Engineering The Department of Theatre  
College of the Arts

- We designed ways in which the selection of the awardees would be more efficient.

Upon narrowing the nominations to ten candidates:

1. Departments, OHR, and nominators will be contacted to address questions from the committee.
  2. The final decision will be made with members at one meeting.
  3. No feedback will be sought by those who cannot attend.
- The following suggestions were offered to change the award ceremony and archival information:
    1. Consider personally inviting community leaders to the award ceremony.
    2. Various diversity leaders, advisory councils, committees, and departments should be extended personal invitations.
    3. Create an archive of winners.
    4. Invite past winners to the ceremony for a photograph and have Karen Patterson's staff write a follow up story about the past winners and present work. Place all this on the web.
  - Future Concerns/Activities:
    1. Work with Ted Hattener to place archival information about the diversity awardees, as well as the duties/responsibilities and list of present committee members on the web site.
    2. Work with the Executive Diversity Committee to help coordinate diversity initiatives.
    3. Work with the President's Diversity Committee.
    4. Work with the Women's Place Director, Deb Ballam with her series for Women of Color.
    5. Establish a relationship with the Diversity Leadership Transcript Program, Multicultural Center.

6. Establish a relationship with Ethnic Studies faculty and become Familiar with their progress and needs.
- The continued revolving door of faculty of color at The Ohio State University will be discussed at our last meeting and will be an issue that will remain at the forefront for next year.

We recognize that there are always multiple reasons why faculty leave an institution. That stated, concerns have been expressed by several groups regarding the loss of faculty in Latino/a Studies and the unsuccessful search for two positions in the American Indians Studies.

We plan on exploring possible systemic issues such as departmental/college climate and service and scholarship expectations. We also plan on talking with other units such as: The Women's Place, Office of Academic Affairs, Executive Dean of the Colleges of Arts and Sciences, and the University Diversity Committee to help track this expressed concern. At the Ethnic Studies Committee Meeting it was recommended that an Interdisciplinary Hiring Advisory Committee be formed as an initial approach to addressing faculty recommendations.