

OHIO STATE UNIVERSITY SENATE ANNUAL REPORT COVER SHEET

Executive Summary

Period: 2023-2024

Current Committee Chair: Rachel Childers

Incoming Committee Chair: Lucille Toth

Committee Members: Rachel Childers, Lucille Toth, Niru Nahar, Sophia Jeong, Robin Judd, Subbu Kumarappan, Kimberly Shumate, Sahana Prabhu, Thomas Elton, Katlin Schultz, Jacob Decot, Ramsey Piazza, Diewo Camara, Debbie Jones, Tanya Menon (Non-voting), Wendy Smooth (Non-voting)

Number of Meetings: 7

Do you have Bylaws? If yes please Attach. Yes, Attached.

Briefly describe the key accomplishments of your committee this year:

1. Reviewed and updated previous By-laws them (Updated By-laws attached)
2. Held a conversation with the Director of SLDS and learned about obstacles related to providing resources for students, primarily the number of Access Specialists and physical space for testing.
 - a. A follow up conversation with the Sr. VP of Office of Student Life and Associate VP for Belonging and Inclusion was productive in learning about strategies being actively pursued.
3. Held discussions with guests from OIE to learn about reporting procedures at the University.
4. Engaged in discussions with speakers from CEHV related to resources for facilitating difficult conversations.
 - a. The committee compiled and shared a resource list for students, faculty, and staff on managing difficult conversations.
5. Surveyed and reviewed responses from 25 respondents who chair department-level DEIJ committees (or similar). Main survey findings were included in the report to Senate Steering Committee.
6. A subcommittee selected five awardees for the Distinguished Diversity Enhancement Award.

Please reflect on the goals set for this committee identified in the prior Annual Review and describe how they were addressed:

- The Senate passed a resolution to develop a task force to develop an official Land Acknowledgement. Following a leadership turnover, the committee sought to follow up with the Board of Trustees (BOT).
- An issue of minimum student wage was raised, and the committee has since followed up with Dr. Melissa Shivers to learn that there has been an increase in the minimum wage; however, acknowledgement that a further increase could be appropriate was made.
- A follow up with Patrick Louchouart regarding childcare reimbursement has been initiated. An update from Vice Provost's office was provided, indicating that they are collecting data about implementations at peer institutions.

Please indicate key goals this committee wants to accomplish in 2024-2025.

- Develop a mission to enhance communication, particularly to inform the university community about the possibilities ("What CAN we do?") under new policies.
- Collaborate with new Government Affairs Senate Committee, focusing on legislation such as SB83.
- Consider following up on:
 - Continuing conversations with SLDS to support access for students with disabilities.
 - Advocating for policies that provide childcare reimbursement and exploring broader childcare benefits as discussed in the Senate.
 - Collaborating with CEHV to share resources and support for facilitating difficult conversations.

Did you consult with any other Senate Committees? Are there other committees with which you feel this committee should connect in 2024-2025?

- The new Government Affairs Committee will likely experience significant overlap, particularly due to legislative developments such as SB83.
- Issues related to Diversity, Equity, Inclusion, Justice, and Belonging (DEIJB) can be considered across the Senate, impacting numerous committees. It would be prudent to ask: Which committees do we not intersect with?

Meetings (# or Dates)	Number in attendance	Guests (#)	Names
September 15, 2023	11	0	
October 20, 2023	10	3	Cheryl Lyons, Director of SLDS Keesha Mitchell, Associate Vice President for OIE Courtney Johnson, Chief Program and Education Officer OIE
November 17, 2023	13	0	
January 29, 2024	12	2	Kathryn Joyce, Director Civil Discourse Program Aaron Yarmel, Associate Director, OSU Center for Ethics and Human Values
February 23, 2024	10	0	
March 25, 2024	11	0	
April 26, 2024	8	2	Melissa Shivers (Sr. VP, Office of Student Life) Tanisha Jenkins (Associate VP for belonging and inclusion)

University Senate Diversity Committee By-Laws

Article I: Name (Per University Senate Rules)

- A. Diversity Committee

Article II: Purpose/Duties & Responsibilities of the Committee (Per University Senate Rules)

- A. The committee shall study issues that relate to the implementation of the university nondiscriminatory policy. It shall recommend policies that foster an environment of civility, tolerance, and mutual respect. It shall perform the following functions with appropriate administrative support from the office of academic affairs and the office of human resources.
 - a. Study and evaluate issues affecting diversity from an overall university perspective.
 - b. Be informed on external requirements on the university affecting diversity.
 - c. Advise the president, the executive vice president and provost, the associate vice president for human resources, and the vice president for student life about the institutional climate, policies, and priorities for ensuring justice, fairness, and equitable treatment to all members of the university.
 - d. Educate and inform the university community on issues of diversity, including the letter and spirit of all Ohio and federal rules regarding members of protected classes.
 - e. Evaluate candidates for the University's Distinguished Diversity Enhancement Award in consultation with Office of Human Resources. Provide support to other areas of the university in selection of grants and awards related to DEI.

Article III: Membership (Per University Senate Rules)

- A. The diversity committee shall consist of sixteen members.
 - a. Eight faculty.
 - i. Six faculty selected by the faculty council.
 - ii. Two faculty appointed by the president.
 - iii. The past-chair of the committee, non-voting.
 - b. Three staff members.
 - i. Three staff members selected by the University Staff Advisory Committee (USAC). The term of service is three years.
 - c. Three students.
 - i. One graduate student.
 - ii. One professional student.
 - iii. One undergraduate student.
 - d. Two administrators, non-voting.
 - i. The executive vice president and provost, or designee.
 - ii. The associate vice president for human resources, or designee.

Article IV: Officers

- a. Diversity Committee officers shall consist of chair and chair-elect
- b. Qualifications of Officers
 - i. Chair-Elect shall be a faculty or staff member serving in their second year of a three-year term on the Diversity Committee
 - ii. No person shall be eligible to hold office that has not been present annually at 50% of the meetings in the preceding

- year.
- c. Elections
 - i. Nominations for office must take place by the second to last meeting of the spring semester of each year
 - ii. Committee members can self-nominate or receive an outside nomination from a committee member
 - iii. Those nominated must submit a CV and a platform statement of up to 500 words to the acting Chair to be circulated to the entire Diversity Committee body within 15 days of the nomination
 - iv. Voting
 - a. The committee will accept absentee votes from members that are not in attendance on voting day
 - b. Voting shall take place during the last meeting of the spring semester
- d. Terms in Office
 - i. Officers shall serve for a one (1) year term beginning July 1 of each fiscal year.
 - ii. Officers shall serve until their successors are elected and installed prior to June 30.
 - iii. No person shall hold the same office for more than two consecutive terms.
 - iv. Upon completion of the term, the chair-elect shall assume the role of chair for the next consecutive fiscal year.
- e. Vacancies
 - i. In the event of a chair vacancy, the chair-elect shall assume the duties of the chair.
 - ii. An officer who resigns shall turn over all records to the chair within fifteen days of the resignation.
 - iii. It shall be the duty of the Officers of the Diversity Committee to act upon the resignation of any officer and make recommendations to Diversity Committee to fill an unexpired officer's term.
 - iv. The election of officers shall take place by secret ballot at a Diversity Committee meeting no later than the end of the spring semester.

Article V: Duties of Officers

- f. Chair
 - i. The chair shall be the principal executive officer, providing leadership and vision for the Diversity Committee with responsibility for supervising the affairs of Diversity Committee and serving as the spokesperson in any official matters. The chair shall preside at all regular meetings and special meetings. As the presiding officer, the chair has the authority to assign duties as needed or as necessary to officers, committees and members of Diversity Committee.
 - ii. Report annually to the university senate.
 - iii. File an End of the Year Report with the University Senate

- g. Chair-Elect
 - i. The chair-elect shall assume the duties of the chair during the chair's absence, removal or inability to serve and shall assist the chair in his/her duties. The vice-chair shall arrange programs and workshops for Diversity Committee, subject to the approval of the Diversity Committee and in accordance with the interests of the membership. The vice-chair shall oversee the Diversity Committee calendar.
 - ii. The chair-elect shall handle all general correspondence of Diversity Committee and keep accurate records of Diversity Committee regular meetings, including attendance. It is the responsibility of the chair-elect to follow university and committee protocol for the approval of meeting agenda and minutes and distribution to the membership.

Article VI: Meetings

- a. Diversity committee will meet at least once per month during the academic year.

Article VII: Parliamentary Authority

- a. The rules contained in the current edition of Robert's Rules of Order Newly Revised (RONR), shall govern Diversity Committee in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order Diversity Committee may adopt.

Article VIII: Amendment of Bylaws

- h. The bylaws shall be subject to continuing review and revision. At a minimum, the bylaws should be reviewed every three (3) years and any necessary changes made pursuant to the following.
- i. Bylaws shall be amended at any regular meeting of Diversity Committee by a majority vote of the present quorum. A quorum consists of a majority of total membership, including the presiding officer.
- j. Proposed amendments are submitted in writing and reviewed by the Diversity Committee Officers prior to coming before the general Diversity Committee membership to ensure the proposed amendment does not conflict with or override other articles in the Diversity Committee bylaws.
- k. Written notice regarding intent to vote and the proposed amendments shall be distributed to Diversity Committee at least one week prior to the next scheduled business meeting.

Current Committee Membership Details

Name	Membership Type	Term Expires
Rachel Childers	Chair/Faculty Council	2024
Lucille Toth	Chair-Elect / Faculty Council	2025
Niru Nahar	Faculty Council	2024
Sophia Jeong	Faculty Council	2025
Robin Judd	Faculty Council	2026
Subbu Kumarappan	Faculty Council	2026
Kimberly Shumate	HR Representative	2026
Sahana Prabhu	IPC	2024
Thomas Elton	CGS	2024
Katlin Schultz	Presidential	2026
Jacob Decot	Staff (USAC)	2026
Ramsey Piazza	Staff (USAC)	2024
Diewo Camara	USG	2024
Tanya Menon	Past Chair (Non-Voting)	2024
Wendy Smooth	Provost (Non-Voting)	2024