2005-2006 Senate Diversity Committee Report

Fall quarter the committee met with undergraduate OSU representatives, Vice-Provost Mac Stewart, Mabel Freeman, and Martha Garland. They addressed diversity and recruitment of students. The main message was that they were positive regarding their initiatives and results. On November 10th Chad Allen, chair of Ethnic Studies reported to the committee. Recruitment and retention within the Colleges of Arts and Sciences has been on hold, but he gave great examples of best practices within the English department that have had positive results. Creating positive and welcoming climate and communities, developing department support, relationships with external communities, focusing on department's desire to recruit and retain diverse faculty, follow through and good communication, selective recruitment, and cluster hiring models including comprehensive hiring were recommended. On December 1, Vice Provost Carole Anderson addressed the Graduate School's role. Several initiatives were identified that have had good results including SROP (CIC), becoming a clearing house, sponsoring programs for faculty and students that encourage best practices, recruitment information, attending graduate school, and producing a general brochure that also informs possible students about Columbus and opportunities. Anderson also stated that a study by the College of Graduate Schools funded by Ford Foundation and Merck is examining PhD completion. The initial result of the study has found that 50-75% do not complete. OSU will become a partner in this project.

Winter quarter was spent on the Diversity Award process with Michele Bouderaint from Human Resources. Von Cason served as chair of this sub-committee. The general committee also explored several new ideas:
1. Creating an archive of past winners for the website and Posters for the ceremony.
2. Giving past winners a role in the award ceremony that updates OSU on their current achievements.
3. Producing a video montage of the current winners so that the audience heard from nominees and winners similar to the YWCA's Women's Achievement Award ceremony.

The reception for the awards will be May 2nd 4:30 to 6:00.

The timeline for recommending award winners was as follows:

December 30th is the deadline for nominations and packets to Human Resources. Packets will be given to Christine by January 6th and delivered to Senate Committee members. We will have four weeks to determine recommendations. Michele will tally our rating sheets. The process will be as follows: 1. Packets to committee members who will follow through and can meet in January will be delivered no later than January 10th. Initial ratings and ranking will be discussed on January 17th and the top 10 will be determined. The time of this meeting will be 11:30 to 1:00. Committee members will have one week to review the top ten and the committee will meet again on January 26th to cut the list to no more than five awards—Michele will attend this meeting. After this meeting I, as chair will make our recommendations known to the President, Provost, and

Human Resources through a formal letter by February 3rd. Michele contacted nominees and arranged surprise announcements, which committee members can attend.

Also During Winter/ Spring quarter a review of the policy on consensual relationships report and recommendations was requested and the following statement was submitted:

Per the request from Human Resources, the committee has reviewed the report and policy and would like to go on record. We do believe that the revised recommended policy should be adopted for all the reasons that have been stated in the report and recommendations. As written, the policy is unclear regarding consequences, as well as the feasibility of enforcing the policy. Faculty, staff, and students' governance are implemented through and by separate systems such as university policies, faculty rules, and the Code of Student Conduct; therefore, corrective action that is fair and equitable across employment categories should be recognized and if possible addressed. Training for those in supervisory positions must occur and be in place in order to ensure successful employment of this policy. Since supervisors will need to make decisions about punitive measures that will have academic, social, political, legal, and financial impact, they will need to be prepared to assess the situations, how to ask for assistance and from whom.

The rest of the spring quarter was spent on this report and leadership for next year.

Concerns that this committee brings forward:

1. President and Provost Diversity Speakers series continues to be in question regarding the inclusion of departments and this committee—only one meeting was called this year. No communication, no discussion and no follow-up occurred. It is the opinion of this committee that nothing has changed. It is a disappointment.

2. At a national level there continues to be a Post Michigan fall out such as there are challenges regarding African American initiatives (should separate initiatives be present at a university)—where is Ohio State University at this time and place. Suggestion: legal affairs and Diversity Leadership Group—University Senate Diversity Committee should review this issue next year.

3. President's Council on Women has requested that we take under consideration of making a recommendation to amend university rules for the intention of providing flexibility in the tenure probationary period. Rule 3335-6-03(D) (1) and 3335-6-03 (F) and lifting the current two-year cap on the use of the tolling the tenure clock provision.

4. University Diversity committee's diversity reports—what are the results for the past five years? Has there been an improvement? What departments/Colleges changed and what one's remained status quo?   Have the Provost considered re-instating the President/Provost Diversity Retreats?

Submitted respectfully,

Christine Ballengee Morris, PhD
Chair, Diversity Committee