

Year-End Report
Senate Diversity Committee
2017-2018
Submitted by: Wendy G. Smooth, PhD-Chair

The University Senate Diversity Committee is charged to “...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.” We approach our charge by convening senior leaders and units to discuss pathways to a more OSU community. The strength of our committee’s work lies in raising critical questions related to the university’s mission and policies as well as building partnerships with leaders and groups to carry out our shared mission.

Our work this year was again informed by an agenda-setting document we produced after an extensive deliberation process that we began in 2016-2017. We have learned that the national socio-political climate heavily governs our work and substantively informs how the OSU community articulates, executes, and experiences diversity and inclusion.

Through monthly meetings, committee members engage university leaders and community members on issues related to our core charge. In 2017-2018, our committee engaged a range of national issues including the role of Title IX for colleges and universities; the rise in sexual misconduct allegations; and changes in federal policies impacting the DACA program. As well, we remained alert to the president’s goals of extending access and affordability and its impact on diversity; trends in enrollment patterns of underrepresented groups; curriculum; and faculty and staff issues related to recruitment and retention.

2017-2018 Committee Agenda

Addressing Ongoing Campus Climate related to broader socio-political climate

-Monitoring DACA issue and campus support of DACA students

We discussed learning more about these pressing campus concerns and invited Bowen Marshall of Student Life to update us on OSU’s approach to assisting students. Given the unsettled policy issues related to the federal

government's response to DACA, we encourage a continued spotlight on this issue for the university community.

-Reviewing sexual misconduct on college campuses given new Department of Education announcements/directives.

We identified a related issue, and will invite a report from the leaders of the Buckeyes Act Special Task Force on LGBTQ Issues.

-Monitoring petitions/space requests for high profile/controversial campus speakers

We remain connected to this issue and in partnership with the senate committee COPE to monitor any changes to agreements regarding use of campus space by those outside the university.

-Continuing campus conversations on freedom of speech/academic freedom

We discussed encouraging UCAT to conduct some trainings on these distinctions for the campus community with some direct attention to supporting our graduate teaching associates. The committee sees this as an ongoing part of training faculty and graduate teaching associates.

-Encouraging the creation and availability of spaces for interfaith wellness and meditation spaces within the academic core

The committee continued working on this ongoing issue across the year. In summer of 2017, chair Wendy Smooth met with a group led by Donnie Perkins, College of Engineering to learn what is needed in such a space and to think with others in Engineering about allocating spaces in that area of campus. In addition, we explored with Ben Givens, senate secretary the possibility of using space near the senate conference room for this purpose. This year, University Libraries created such a space in the 18th Avenue library and former senate diversity committee member, and operations manager for the library, Lila Andersen led the initiative. This remains an issue that we encourage deans to address by providing space in their colleges.

Policy Advice and Consultations with OHR

-We began building a stronger relationship with OHR to advise and consult on university policies related to diversity. We held a presentation by Theresa Carter, Policy Coordinator and Employee Relations Consultant to discuss proposed changes to the university's Affirmative Action Policy. Participated in additional meetings to discuss workplace violence and additional proposed policy changes.

-In addition, the committee plans to meet with Susan McGarry Basso, OHR to discuss her vision of recruiting and retaining diverse talent and creating a culture of inclusiveness and offer our support of that vision.

Campus Climate

-Invited Kellie Brennan to discuss updates on Title IX given the changes in the Trump administration's enforcement of Title IX through the "Dear Colleague" Letter.

-Invited Drs. Todd Suddeth and D'Andra Mull to discuss the BART reporting systems and received report and updates on frequency of reports; types of reports and trends in reporting.

- The committee participated in drafting the senate resolution that was eventually adopted requiring that all university administrators, faculty, staff, and students participate in sexual misconduct trainings. We are participating with OHR and the Office of Compliance to refine training modules that we expect will begin in 2018-2019 academic year. We continue to monitor how we encourage and maintain these trainings as a requirement of participating in campus life.

-The committee offered its support of a senate resolution to recognize the third Monday in Oct as Indigenous People's Day. We will work with other campus groups to initiate a campus education initiative to reach faculty, staff, and students to circulate knowledge related to Indigenous people and their contributions to the state of Ohio and beyond.

Diversity & Graduate Education and the Post-Doctoral Experience

-We received a report from interim dean of the graduate school, M. Scott Hernes to discuss graduate school recruitment efforts and recruitment packages for underrepresented students. We received a report on the graduate school's findings from its year long self-study including its benchmarks for the future; goal

setting and plan to increase representation of underrepresented students. The committee linked these issues to the need to grow the faculty who are doing research in the areas students are interested in studying and increasing the numbers of faculty who are dedicated to mentoring graduate students from underrepresented groups, including how we support that work more fully when faculty are doing it. Overall, the committee would like to see continued conversations that link an increase in faculty from underrepresented groups to our goals to recruit and retain graduate students from underrepresented groups. Given the leadership changes in the graduate school, the committee will continue to monitor and support the new leadership as it creates an agenda related to diversity and inclusion.

-In addition, we began a thought partnership with the new Office of Postdoctoral Affairs in the Office of Research and hosted director Noah Weisleder and associate director, Marcela Martinez with a discussion on supporting post-doc researchers from underrepresented groups and moving them successfully through the pipeline to the faculty.

Diversity & Undergraduate Student Recruitment & Education

-Interim vice president for strategic enrollment, Vern Granger reported on the university's undergraduate strategic enrollment plan and how diversity is included in the enrollment planning processes. This discussion reinforced the committee's interests in engaging with the regional campuses to support diversity initiatives and plans that ensure student success, provides resources related to diversity and inclusion and increase faculty from underrepresented groups on our regional campuses. The committee will remain engaged around strategic enrollment noting that the university will soon design its new plan. In addition, we discussed the impact of the university's new access and affordability initiative to understand how it might contribute to greater diversity across all campuses. We also raised questions regarding campus transfer for underrepresented students and what supports and programming are in place to assist students as they make the transition.

-We also began building a thought partnership with Elizabeth V. Hume, the Vice Provost for Undergraduate Studies and Dean of Undergraduate Education. Our discussion included:

Transitioning students between regional and main campus & diversity—including programming to facilitate the move from regional to main campus--particularly for first generation college students and students of color and students utilizing other campus transfer options.

Discussing the impact of the new University Student Advising System & OSU's new student EAB Advising system with particular concerns regarding advising and attentiveness to the potential of priming implicit bias with our new advising system designed to determine "success markers" for "at risk" students.

Training advisors in using this newly available data and how the new advising system might inform diversity efforts for more difficult to access majors in colleges such as engineering and business. The need for such training underscores the issues student protests identified (Spring 2016) which included a call attentiveness to cultural competence training for staff interacting with students.

Curricular concerns re: diversity

-As a continuation of the committee's 2017 work to support the core general education requirements around diversity and inclusion, we followed up our written comments to the GE Curriculum committee. This year, we supported an initiative that requires a diversity component be included in the university's general education curriculum.

Committee Governance Structure

The committee drafted and adopted governing bylaws that specify a succession plan for committee leadership. In addition, the committee will submit rule changes to the university senate that will create a formal non-voting, ex-officio position on the committee for the immediate past chair. The past chair would remain on the committee in an advisory role. The committee also began discussing non tenure-track faculty to serve on the committee.

Distinguished Diversity Enhancement Awards Committee

The committee reviewed nearly 30 submissions from across the university for this award and five individuals and groups from across the university received the

award in 2018. A special thanks to committee members, Colette Dollarhide, Deanna Wilkerson, Derek West and Wendy Smooth who served as the review subcommittee.

Ongoing Activities & Commitments

-Engage College Diversity Officers regarding best practices around building robust diversity practices in the colleges and support ODI's work by facilitating and sharing best practices in our highly decentralized environment?

-Support ODI & OHR recruitment & retention efforts for faculty & staff of color, including requesting data on tracking recruitment and retention numbers.

-Continue monitoring of Diversity Theme hires as it relates to diversifying the faculty.

-Promote and share diversity hiring strategies beyond the Discovery Themes

-Continue monitoring BART reports and receiving updates

-Select the Distinguished Diversity Enhancement Award

-Continue advising the Buckeye Portal for Inclusive Excellence

Future Directions/Challenges

-The committee is committed to consider the composition of the committee and extending the membership to include non-tenure track faculty on the committee.

- The committee remains concerned with faculty of color recruitment and retention issues. To this end, we will invite Kay Wolfe (OAA) to share existing faculty of color retention efforts and how this committee might support such efforts.

-The committee is motivated to study the undergraduate experience in greater depth by its conversation with Beth Hume and will follow up by extending an invitation to David Graham, Assistant Vice Provost for Student Academic Success who is responsible for crafting academic success goals and support for students. This discussion will continue conversations to enhance/enrich experiences of students of diverse backgrounds and students overall.

-The committee is interested in the role it might play in supporting the university's participation in the American Talent Initiative and the University Innovation Alliance.

-The committee is also interested in what more we can we do in support of diversity and inclusion in the graduate and professional schools, in particular identifying and sharing best practices across schools.

-We will continue to engage with the regional campuses, and determine how the committee can support diversity efforts, services and diversity-related concerns across our campuses. We will begin with inviting regional deans to join the committee in a conversation.

2017-2018 Committee Members

Member	Source	Term Expires
Andrej Rotter	Faculty Council	2020
Deanna Wilkinson	Faculty Council	2019
Jesus Lara	Faculty Council	2019
Richard Yerkes	Faculty Council	2019
Joni Acuff	Faculty Council	2018
Colette Dollarhide	Faculty Council	2018
Patricia Enciso	University President	2020
*Wendy Smooth	University President	2018
Megan Sayres	Staff - USAC	2020
Derek West	Staff - USAC	2019
	Staff - University President	2018
Yehosef Thomas	USG	2018
Jazelynn Goudy	CGS	2018
Alex Lee	IPC	2018
James Moore III	Provost/designee (non-voting)	
Alison Mincey	AVP OHR/designee (non-voting)	

*Diversity Committee Chair