

## University Senate Diversity Committee 2007-08 Report

- I. Distinguished Diversity Enhancement Awards: There were 10 applicants and 5 awardees for 2007-08. Once again, we had a diverse set of awardees including both individuals (Frederic Aldama, Kathleen Lechman, Jose Cruz) and organizations (Faculty of Color Caucus, Hispanic Oversight)
  
- II. Updated Diversity Action Plan: Renewing the Covenant 2007-2012 Diversity Action Plan. The full plan is available from OMA and will be available online at OSU.edu.
  
- III. Incorporation of the Diversity Leadership Committee was incorporated into the Diversity Council during summer 2007. During fall 2007, the Diversity Council was incorporated into the University Senate Diversity Committee becoming a Sub-Committee of the Senate Committee. These moves streamlined, simplified, and combined the University's major activities on Diversity Initiatives. As a sub-committee, the Diversity Council Co-Chaired by Dr. Valerie Lee and Dr. Georgina Dodge reviewed the annual College Diversity Reports and completed an integrated report on College and Unit movement towards enhancing diversity across the University. In addition, both Dr. Valerie Lee and Dr. Georgina Dodge regularly attend University Senate Diversity Committee meetings as continuing guests.
  
- IV. Suggestions for the future:
  - A. Monitor and follow student success across ACT/SAT. Do SAT/ACT scores predict academic achievements beyond 1<sup>st</sup> year of success?
    - Standardized tests such as SAT/GRE may limit access to underrepresented and non-traditional students – How to improve on or change emphasis from ACT/SAT for undergraduates and from GRE for graduate students?
    - There is a need to redefine academic merit and success for undergraduate and graduate students at the University
    - To expand access for underrepresented and non-traditional students graduate students, recruiters should go to communities, work CAMP programs, and encourage going to college
    - In keeping with these goals Ms. Cyndi Freeman-Fail, Graduate School, is regularly attending University Senate Diversity Committee meetings as a continuing guest
  
  - B. Ongoing Discussion of 2008 Diversity Definition Draft: As proposed by the Defining Underrepresented/Diverse sub-committee, the Senate Diversity Committee will be sponsoring a series of activities during the 2008-09 academic year designed to re-examine our definition of diversity and to discuss the development of future diversity goals and strategies. Should we broaden our focus to include the other categories protected by

federal and state law (religion, national origin, age, disability status, mental health and veteran status)? Should we broaden the groups included in our diversity focus even beyond those protected by law (e.g., learning styles, economic status)?

We plan to begin these activities during the autumn quarter with several World Cafés focused on the definition of diversity. Dr. Deb Ballam, sub-committee chair, is organizing these beginning fall 2008.

V. Visitors/Guest Speakers:

Charles R. Hancock, PHD, Associate Dean for University, Urban, and International Affairs The College of Education and Human Ecology- Ohio State University.

Jose Castro, Chair Hispanic Oversight Committee

VI. In keeping with the “Six Strategic Goals” President Gee enumerated for the University, the University Senate Diversity Committee has:

**Goal 1. Forge One Ohio State University.** Integrated diversity incentives and efforts at the University across all divisions including regional campuses, the Medical Center, Professional Schools, Colleges, and academic and support units by incorporating the activities of the diversity Leadership Committee and Diversity Council into a single institutionalized committee that is part of University Governance. One example of the Committee’s efforts to “forge one OSU” is the awarding of a number of the Diversity Awards to members of the regional as well as the main campus.

**Goal 2. Put Students First.** In cooperation with multiple units on campus, the University has diversity programs and services available to all undergraduate, graduate, and professional students. This included representation of these groups on the University Senate Diversity Committee. Additionally, the University Senate Diversity Committee and OMA are working to aid development of the University System of Ohio through Dr. Stewart’s liaison with Columbus State Community College to provide for direct transfer of students to the University.

**Goal 3. Focus on Faculty Success** The 2007-2012 Diversity Action Plan – “Renewing The Covenant” -- and The Diversity Council’s 2007-08 report were circulated across campus. College and Unit Strategic Plans now include components on diversity. We are monitoring of progress of these plans across the University, and at this time, Colleges and units are responding to their specific diversity evaluations. Institutionalization of diversity as part of the strategic plans of the various units should aid in promoting faculty diversity across campus.

**Goal 5. Commit to Our Communities** Members of the University Senate Diversity Committee have taken active rolls in promoting diversity on and off campus by attending

and organizing events, including recruiting initiatives, OMA-sponsored meetings, and the President's and OMA Diversity Speakers Series.

## **Diversity Committee Members**

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<b>Member</b>	<b>Source</b>	<b>Term Expires</b>
Jose Diaz LIB	Faculty Council	2011
Christopher Zoller FAES	Faculty Council	2011
Mohamed Yousif MAPS	Faculty Council	2010
Douglas Crews SBS	Faculty Council	2010
Lisa Tilder ENG	Faculty Council	2009
Rajesh Balkrishnan PHARM	Faculty Council	2009
TBD	Presidential Appointment	2011
Deborah Ballam BUS	Presidential Appointment	2009
TBD	Staff - USAC Appointment	2011
Elaine Bolton	Staff - USAC Appointment	2009
Rebecca Nelson	Staff- Presidential Appointment	2009
Samantha Bloom	USG	2009
TBD	CGS	2009
TBD	IPC	2009
Mac Stewart	Provost/designee (non-voting)	
Larry Lewellen	AVP OHR/designee (non-voting)	