

DIVERSITY UPDATE

W i n t e r 2 0 0 7



Special Assistant to the President for Diversity
and Vice Provost

M E S S A G E F R O M M A C

Dear Friends of Ohio State,

I recently had the pleasure of hosting what has become one of my favorite annual events. Each year that I have been Vice Provost for Minority Affairs, we have gathered minority faculty authors who published a book in the last year. I believe that each year since 2001, the number we celebrate has grown. This year nine persons, our largest number ever, from eight departments were in the spotlight.

I am pleased to share their names and department affiliations with you. They are Christine Ballengee-Morris from Art Education; Cynthia Dillard from Education; Adrienne Dixson from Education and African American and African Studies (AAAS); Frank W. Hale, Communication; Judson L. Jeffries, AAAS; William E. Nelson Jr., AAAS and Political Science; Ruth Peterson, Sociology and AAAS;

Walter Rucker, AAAS and History; and James Upton, AAAS. The topics of their works varied from *Interdisciplinary Approaches to Teaching Art in High School* to *Black and Latino Crime: Issues in Political Development in the United States*. Rucker and Upton together compiled *The Encyclopedia of American Race Riots*. In addition to these nine authors of book-length studies, we compiled for the first time a bibliography of articles published recently by campus minority faculty members.

I am very proud of such substantial scholarly productivity. Each author who could attend spoke briefly about the subject and impact of his or her book, and I can report that the expertise we had assembled in one place showed well the range, depth, and quality of the contributions that diversity makes

to the academic environment at Ohio State. It was both scholarly and dazzling, and I look forward greatly to next year's event.

I hope you find this issue of *Diversity Update* to be similar to my experience at our reception. The range of energetic programs supporting diversity at The Ohio State University speaks very well for the commitment that we—authors, faculty members, administrators, students, and staff—share and celebrate.

Sincerely,

Mac A. Stewart

Master's Degree Program—Island Style



Art teachers in Jamaica are completing classes for a master's degree from Ohio State . . . all without leaving the Caribbean

island. The Department of Art Education last fall started a new program—Jamaica Master's Online—that allows students at the Edna Manley College of the Arts in Kingston, Jamaica, to complete course work online for their master's in art education. The program is in response to a recent mandate in Jamaica requiring art teachers to have a master's degree, even though no master's programs exist in the small island nation.

The 16 teachers currently in the program range from seasoned teachers to young educators working in rural and urban, public and private settings. Ohio State will guide them through the three-year program, with the plan to turn it over to the Jamaican college in about seven years, explains Christine Ballengee-Morris, associate professor in art education and chair of the graduate studies committee. The program is coordinated by Vesta Daniel, professor in art education.

"We not only offer studies online, but also send Ohio State faculty to Jamaica at least twice a year to teach classes in person," Ballengee-Morris notes. "That's what makes our program unique—the quality that comes from having that face-to-face experience in addition to the online work." Ohio State also set up a computer lab at Edna Manley with used computer materials donated from the university.

And the reaction from students? "They love the program," she says. "They are very passionate and hungry to learn, and our program allows students to learn in their own space. That's a real strength."

Faculty are learning too. "We are really aware of making sure that what we teach is relevant and significant to their teaching needs and the Jamaican culture," she explains. "It puts us in a position to go from theory to practice to theory."



Faculty and Staff Recruitment and Retention

Rebecca R. Nelson has been promoted to assistant vice president for student affairs at Ohio State. Nelson, who has been director of the university's Multicultural Center since 2005, continues to hold that position in addition to new responsibilities for oversight of several other units and initiatives within the Office of Student Affairs: Off-Campus Student Services, the Parent Association, Student Housing Legal Clinic, and community relations. As assistant vice president, Nelson takes over many of the duties formerly carried out by Barbara J. Rich, who recently retired. At Ohio State, Nelson is a member of the President's Council on Diversity, the University Senate Committee on Diversity, the Student Affairs Diversity Council, and a past chair of the Critical Difference for Women Re-Entry Scholarship Fund. Born and raised in northern Thailand, she earned her B.A. in English and political science from Linfield College and her M.A. in Education from Ohio State.

The **African American and African Studies** department has appointed **Judson Jeffries** as its new director of the Community Extension Center as well as a professor in the department. The center conducts research projects and hosts symposia and national conferences on a variety of humanities topics in addition to offering credit and non-credit courses to Ohio State students and the surrounding community. Jeffries' interests include American and world politics, race and

politics, media and politics, and public policy. He was recruited from Purdue University where was an associate professor in the Department of





Political Science. He received his B.A. in political science from Old Dominion University, his master's in public policy from the State University of New York, and his Ph.D. in political science from the University of Southern California.

In fall of 2006, the College of Humanities launched its **Diversity Enhancement Program**, which provides extensive mentoring and professional development for its 30 assistant professors of color. The program is designed to nurture a supportive climate within the college and to address some of the impediments to the successful advancement of humanities faculty of color through the tenure process and beyond. It consists of four components: 1) one-on-one mentoring, in which a junior faculty member is paired with a senior faculty member for professional guidance; 2) a research group, in which work-in-progress is discussed and prepared for publication; 3) a pedagogy group, in which subjects related to teaching are regularly engaged; and 4) a professional networking caucus, composed of all faculty of color in the college.

Pat Royster has been named interim director of the **Young Scholars Program**. YSP is a comprehensive pre-collegiate and collegiate program designed to enhance the academic, personal, and career development of students, and strives to increase the number of low-income students, including African American, Latino/Hispanic, Native American, and Appalachian students in their pursuit of a college degree. Royster is an assistant vice provost in the Office of Minority Affairs.

The Women's Place director, **Deb Ballam**, has developed a program, **"Invisible Barriers to the Success of Women Faculty at Ohio State,"** for

faculty and department chairs. Intended to enhance their ability to increase the representation of women and minorities in hiring pools, the workshop is offered several times annually as part of the Academic Leader Development program and includes minority faculty. The program also has been made available to individual colleges and departments upon request.



Ousman Kobo

Ousman Kobo has joined the Department of History as a specialist in the history of modern West Africa. He also will teach the history of Islam and world history and is expected to incorporate new and innovative teaching techniques, especially the combination of comparative and interdisciplinary approaches. Professor Kobo's undergraduate studies were completed at the City College of New York, and his dissertation was completed at the University of Wisconsin-Madison. He was born in Ghana and raised in both Ghana and Burkina Faso.

Student Recruitment and Retention

José Castro, professor of industrial, welding, and systems engineering, has been named a Faculty Fellow in the Office of Minority Affairs. Appointed to the post by University Provost Barbara Snyder, Castro will work directly with Vice Provost Mac Stewart for three years to improve recruitment and retention of Latino and Hispanic faculty, staff, and students, as well as cultural and academic enrichment. Castro is chair of the university's Hispanic Oversight Committee and also will retain his

engineering faculty appointment. The committee's initiatives include supporting the continued development of the Latino/a Studies program, enhancing graduate student recruitment, and obtaining increased funds for Hispanic-related activities.

The **Arts and Sciences Diversity Enhancement Advisory Council** has proposed a plan for graduate student recruitment, retention, and recognition. The plan, based on findings from an informal survey conducted last summer that assessed current recruitment and retention practices, will begin in winter 2007 with a two-year pilot to develop a flexible recruitment model and to document and disseminate best practices throughout the Arts and Sciences. To carry out this pilot, the Office of the Executive Dean of the Arts and Sciences will work closely with the Arts and Sciences colleges, the Graduate School, and the Office of Minority Affairs.

The Honda-OSU Partnership in the College of Engineering has created a new **diversity and outreach endowment that targets the engineering and transportation fields**. The first project of the endowment is a pre-college initiative at Columbus' Walnut Ridge High School aimed at introducing students to and preparing them for careers in science, technology, engineering, and math. The program is supported by six partners: Ohio State, Honda, parents, minority engineering professional organizations, the community, and the school. More than 30 students are involved in the program, which already is being replicated at the other middle and high schools in the Columbus Public Schools system. From a recent \$1 million donation from Battelle to the National Society of Black Engineers, Ohio State's chapter will receive \$75,000 for its pre-college efforts.



Ohio State has developed a **partnership with Johnson Park Middle School**—a Columbus Public School—to give students a taste of college and careers. Creating digital media projects such as an electronic magazine, reconstructing history from ancient shards of pottery, and learning how to prevent diabetes were some of the activities arranged for 80 middle school students in a visit to the Ohio State campus in January. Other stops on the trip included a behind-the-scenes look at a rehearsal of OSUDance Downtown, exploration of Spanish language and culture in the College of Humanities' World Media and Culture Center, and a tour of the new Museum of Classical Archaeology. The P-12 Project coordinated this university-wide effort as part of Columbus Public Schools' College Prep 101, an initiative designed to prepare more students for higher education and help them envision themselves as college students.

The Diversity Enhancement Committee of the College of Optometry held **Diversity Dialogues** during fall quarter. Several minority optometrists from the area and several upper-level minority optometry students served as panelists for the event that allowed first- and second-year optometry students to ask questions and to mingle with the intention of fostering relationships between the groups. Future *Diversity Dialogues* are planned so both groups can work together to face the challenges that minority optometrists may encounter.

The Moritz College of Law Office of Minority Affairs recently offered an event to increase members of the minority community's understanding of the legal profession and expose them to career opportunities. The **Minority Law Outreach Program** provided insights into the requirements for admission

to law school and entrance into the legal profession, targeting high school sophomores to seniors and college students of color.

Academic Programming, Scholarly Activity, and Research

LATINO OHIO: A Culture Course in English for Educators and Other Professionals is being offered this spring at sites around the state. It will offer a close-up look at Hispanic life in Ohio with attention to cultural, linguistic, and professional issues especially important to those working with Spanish-speaking populations. Taught by Associate Professor Terrell A. Morgan, **LATINO OHIO** is a five-credit course designed to introduce educators and other professionals to Ohio's Hispanic populations through small-group interaction with faculty specialists and community leaders; hands-on exploration of Hispanic gathering places across the state; and a range of learning formats, information sources, and research methodologies. It also will employ networking with others who have related vocational interests, and concentrated work on a project tailored to their own professional development.

Leadership/Recognition

Citing her leadership and contributions to the region's top technology and research organizations, **President Karen A. Holbrook** received the first TechColumbus President's Award January 18 at the annual TopCAT award ceremony. Though TopCAT has recognized technology leaders in the community since 1999, Holbrook's

award is the first of its kind. During her tenure, university research expenditures have risen to more than \$650 million in 2006. Ohio State also has moved to ninth place among public research universities in research expenditures and sixth in the country among all universities in industry-sponsored research. For three consecutive years (2003-05), Ohio State led the country in the number of faculty named Fellows of the American Association for the Advancement of Science and was second only to the University of California at Riverside in 2006.

Executive Vice President and Provost

Barbara Snyder is one of five YWCA Columbus Women of Achievement award winners to be honored during an April luncheon at the Greater Columbus Convention Center to recognize their achievements in ending racism and empowering women. Each member is actively involved in providing leadership and promoting professional and personal growth through various YWCA and community enrichment programs. Throughout her career, "Snyder has consistently moved into leadership positions that have been marked by success, creativity, and, importantly, a commitment to gender and racial equity," wrote Vice Provost Carole Anderson in her nomination letter.

Dr. Cynthia Heard, assistant professor of clinical optometry, was inducted as a Fellow into the American Academy of Optometry in December 2006. Dr. Heard has worked on several recruitment, career exploration, and patient education projects such as vision screenings, Ohio State's Young Scholars, Career Pathways, Women in Science, College Bound Program, and Take a Daughter to Work Day, as well as hosting minority students at a College of Optometry Open House. Dr. Heard also



volunteers for campus-wide initiatives such as professional mentoring for the Office of Minority Affairs Mentor Program and university conferences related to improving the diversity of faculty, staff, and students.

Awareness

Bobby Seale, co-founder of the Black Panther Party, was the guest speaker for Ohio State's United Black World Month kick-off in February. "From Slavery to Freedom: Africans in the Americas" was the theme for the 37th annual celebration. Inspired by the teachings of Malcolm X, Nelson Mandela, and Martin Luther King Jr., he discussed not only the movement for social change that at one time mobilized more than 5,000 members nationally but also the current struggle for civil and human rights.

The Department of Theatre co-sponsored the **Class Act Diversity Players**, a theatrical troupe that works with the Multicultural Center, GLBT Student Services, the Office of Minority Affairs, the African American Male Resource Center, and the Office of International Education. They produced workshops on a wide variety of topics that used interactive theatre to engage participants in difficult discussions on diversity and inclusion. Two diversity scripts were developed. The first focused on what happens when a GLBT faculty member "comes out" in class, and the second focused on faculty culture.

The College of Social and Behavioral Sciences launched the Behavioral Decision-Making Colloquium Series with a lecture featuring **Scott E. Page**,

professor of political science and economics at the University of Michigan. The author of *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies*, Page spoke on "The Diversity Offensive: Why Diversity Matters as Much as Ability and How to Identify and Leverage It."

The **American Indian Studies Program** is hosting a second lecture series this year, with four speakers scheduled. Charles R. Menzies, associate professor of social anthropology at the University of British Columbia, delivered the first lecture, "Being of One Heart: Indigenous Lessons for Fishing and Harvesting in a Decolonizing World."

Dr. Leon McDougle, assistant dean for diversity and cultural affairs in the College of Medicine was profiled by the *Columbus Dispatch* NOW! section as part of its celebration for Black History Month. In this section geared towards children, McDougle encouraged them to remember their history to build on successes and learn from mistakes.

The Mansfield Campus has begun a bi-annual publication titled **Accent!** to inform the local African American community about programs, achievements, and campus news. Produced by the Mansfield Office of University Relations, the January edition featured a story about helping students and parents with the college application process, a profile on Mansfield trustee John S. Jordan, and a preview of the Step Afrika troupe who visited Mansfield.

An exhibit of cultural and historical artifacts of the gay community at Ohio State opened in January at the Younkin Success Center Library. The exhibit, titled "Evidence of Our Past," represented 35 years of the gay community on

campus and was sponsored by Our Stories: A Developing Record of Gender Identity, Sexual Orientation, and Alliance at Ohio State.

The **Wexner Center** continues its focus on **diversity awareness** through the programming it schedules. Recent films included: *4 Little Girls*, which examines the tragic 1963 bombing of Birmingham's 16th Street Baptist Church; *Suite Habana*, a tribute to the city of Havana that spans 24 hours and follows the daily routines of 10 ordinary inhabitants; *Street of Shame*, a portrait of the problems facing women in postwar Japan; and *Out @ Wex*, a three-day festival of new queer filmmaking.

Outreach

The Provost's Office has volunteered the services of Vice Provosts **Michael Sherman** and **Martha Garland** to assist the Board of Regents' task force studying ways to help **Central State University** grow its enrollment to a cost-effective scale. Dr. Sherman will advise and strategize about fiscal and facilities issues, while Dr. Garland will support efforts to enhance CSU's enrollment management strategies. The group met throughout autumn quarter and is developing a set of recommendations to be presented in early 2007 to support the Speed to Scale initiative.

In fall 2006 the Department of African American and African Studies' Community Extension Center joined with Ohio State Senator **Ray Miller** to sponsor a unique opportunity designed to cultivate the knowledge and skills necessary for effective leadership. Named in honor of the senator, **The Ray Miller**

(continued on back panel)

Institute for Change & Leadership

was designed to be a challenging educational and practical experience so that participants could apply what they learned to real-world situations. The institute featured a number of highly regarded speakers and offered participants training in such critical areas as ethics and values, grassroots organizing, fund raising, media relations, and organizational and business development.

The Diversity Services Office, serving students in the Colleges of the Arts and Sciences and the Exploration Program, partnered with two student learning communities—MUNDO and the **Afrikan-American Learning Community (AALC)**—to provide a unique opportunity for students to connect in different areas of study and interest, as well



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Office of Minority Affairs
102 Bricker Hall
190 North Oval Mall
Columbus, OH 43210

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as in the community. During autumn quarter 2006, the Program for Advising in Scholarship and Service and students from MUNDO and AALC were part of an interactive learning experience focused on cross-cultural understanding and community service. The “Art of Service, Learning, and Leadership 2006” allowed students to gain knowledge and understanding about poverty, struggle, and success through

a common book program, faculty and author book discussion groups, and an academic trip to Chicago, which included a visit to the DuSable Museum of African-American History.

The **Association for the Developmentally Disabled Community Connections** is a program for participants to work regularly in the greenhouse and gardens at the Chadwick Arboretum and Learning

Gardens. Established in the fall of 2002 by Jenny Pope, the program brings together Ohio State Extension Master Gardener volunteers and Chadwick Arboretum volunteers with adults who have developmental disabilities. From February to October, the group spends Monday mornings weeding, pruning, maintaining, and harvesting garden beds and vegetable gardens, as well as participating in planned activities that provide enriching and educational experiences.

The Department of African American and African Studies Community Extension Center has launched a **Black history challenge** on its web site aaascec.osu.edu. Visitors can assess their knowledge of Black history by answering a 10-question quiz on various people, places, and things associated with the periods of slavery and pre- and post-civil rights eras. The challenge is used as a tool for further inquiry and study, says Dr. Judson L. Jeffries, professor of African American and African Studies (AAAS) and director of the AAAS Community Extension Center.

