

# DIVERSITY UPDATE

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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,

In her State of the University address, President Holbrook commented on the progress made regarding the Diversity Action Plan over the last five years. Her updates were encouraging, so I wanted to share them with you.

Through the Faculty Hiring Assistance Program and other strategies, she noted that the university has hired 77 women and 58 minority senior faculty members, totals that exceed plan targets. And Ohio State is providing \$400,000 to support the hiring of 14 new faculty members this year.

President Holbrook also spoke about the progress in recruiting and retaining minority students. Overall diversity is up nearly 6 percent, with students of color

accounting for 16 percent of the class. The first-year retention of non-minority students is now at 90 percent, while minority student retention is at 88 percent, a gap of *only 2 percent*. And graduation rates among African American men have increased 12.5 percent in the past two years alone.

Finally, the president mentioned two citations the university has received from Minority Access Incorporated, a national nonprofit educational organization that promotes diversity on campuses and at work sites. Ohio State received the 2006 National Role Model Institution Award as well as a certificate of recognition for commitment to diversity. We were honored with this award—which was presented in Las Vegas in

September—for our “exemplary efforts and commitment to diversifying the pool of researchers.”

While President Holbrook recognized our progress, she also reminded those of us in the audience that women and African American male faculty are still retained at a lower rate than white male faculty. She rightly acknowledged that we have much to do to improve diversity. I hope you will see the evidence of our progress as well as our commitment to do more in this issue of *Diversity Update*.

Sincerely,

Mac A. Stewart

## Lay Health Advisors Improve Women's Use of Mammography

The number of rural, low-income women who choose to get mammograms may increase dramatically if those women get their health information from trained lay advisors in their own community, a new study shows.

The effect was consistent across the three racial groups included in the study. "Our results show that lay health advisors can improve the rates of mammography screening among low-income, rural white, African American, and Native American women," says principal investigator Electra D. Paskett, professor in the School of Public Health.

Regular mammograms and clinical breast exams can detect breast cancer early and reduce mortality from the disease. But mammography is underused by certain groups of women, particularly rural, poor, and minority women. Such women typically fall into the category of "rarely or never screened" for cancer and are considered high-risk populations," says Paskett.

The goal of this study was to increase awareness of the benefits of early breast cancer detection, encourage women to seek breast cancer screening, and to identify and reduce barriers that kept women from getting mammograms.



### Faculty and Staff Recruitment and Retention

The university's Board of Trustees appointed a 24-member **Presidential Search Committee** to seek a successor to President Karen Holbrook, who plans to retire from Ohio State on June 30, 2007. The search committee is **chaired by Alex Shumate**, member of the board, and includes six other trustees: Douglas G. Borrer, G. Gilbert Cloyd, Jo Ann Davidson, Karen L. Hendricks, Robert H. Schottenstein, and Leslie H. Wexner. Joining the trustees on the search committee are seven members of the faculty, two deans, three students, two administrators, one staff member, and one representative each from both the Alumni Association and the Foundation Board. The search committee will develop a process and recommend qualified candidates to Ohio State's Board of Trustees with the goal of having a new president in place by the time classes begin in fall 2007.

The Department of **Economics** increased its outreach efforts to potential minority faculty by joining the American Economic Association's Pipeline Program, a project designed to **increase the number of minority faculty** in the field of economics. As a result of the department's efforts, Janelle Jones, a recent graduate of Spelman College, will be pursuing her doctorate in economics here at Ohio State. Ms. Jones, a NASA scholarship recipient and a Lorain, Ohio, native, was one of 45 students enrolled in the AEA's Pipeline Program.

**Philip T.K. Daniel** has been appointed the William Ray and Marie Adamson

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Flesher Professor of Educational Administration in the College of Education and Human Ecology, School of Educational Policy and Leadership. Daniel's research focuses on legal research techniques; school law; higher education law; and special education law. He earned his Ed.D. from the University of Illinois and his J.D. from Northern Illinois University. Daniel, who has taught at Ohio State for 33 years, received the Alumni Award for Distinguished Teaching in 1993.

**Elizabeth "Susie" Cook** was recently hired as clinic nurse manager for Student Health Services. In this senior-level position, Cook has responsibility for strategic leadership and daily management of the intake and patient care processes that support over 60,000 health care visits by Ohio State students each year. Cook is also active in community outreach, including eight years as an organizer for the Coming Home Annual Festival Health Fairs; a charter and ongoing member of the Breast and Cervical Cancer Program; a participating member of the Ohio Primary Care Association; and a current member of the Ohio Nurses Association. She has extensive professional experience in the local public health environment, including the Columbus Health Department, Columbus Neighborhood Health Centers, Columbus Public Schools, St. Anthony Hospital, and the Medical Center.

### Student Recruitment and Retention

Two of the **nation's top black high school seniors** are now attending Ohio State, according to a recent issue of *Ebony* magazine. Akililu Alamerz, a graduate of Walnut Ridge High School in Columbus, and Alvin Brown, from Jesup W. Scott High School in Toledo, were among the top 35 seniors recognized

by the national magazine. Alamerz is a graduate of Ohio State's Office of Minority Affairs Young Scholars Program and the recipient of an Eastman Kodak scholarship. He maintained a 4.0 GPA as a member of the National Honor Society and is majoring in nursing. Brown was salutatorian of his senior class, graduating with a 4.1 GPA. A high school scholar-athlete, he was selected to the all-city academic football team and was the 2006 recipient of the Robert Mosen Scholarship awarded by the Ohio State Alumni Club of Lucas County. He is studying computer engineering.

**Diversity Dialogues**, a welcome event for new minority students to the College of Optometry, was held in October. A panel of optometrists discussed their work/life experiences within the profession, and a professional student panel discussed the acclimation to professional school. Both panels were followed by a question-and-answer period. The college's Diversity Enhancement Committee plans to hold a similar activity in spring 2007 to give new students the opportunity to connect with optometrists and professional students again to discuss practices that will enable them to continue successfully in the professional program.

The Office of Minority Affairs launched the **African American Male Leadership Institute** this fall at the John Glenn School of Public Affairs. The goal of the institute is to prepare students for leadership roles and opportunities for service. Programming, provided through the Bell Resource Center on the African American Male, addressed academic achievement, leadership development, professional and personal development, and diversity awareness and acceptance. **Charles J. Ogletree Jr.** conducted a roundtable for the group when he visited Ohio State in October to deliver a lecture. Also joining Ogletree in the

discussion was Senator John Glenn. Students will engage with key local, state, and national leaders over the course of the two-year certificate.

The First Year Experience Office recently hosted a **minority student reception** for students in the First-Year Collegian Learning Community (Steeb, Smith, Park, and Stradley Halls). The purpose of the event was to provide a social opportunity and facilitate relationship building among minority students, as well as to raise awareness about campus resources.

The **College of Social and Behavioral Sciences** awarded five graduate research assistantships to **minority graduate students** in the Departments of Economics, Political Science, Psychology, and Sociology. The financial awards allow the students to continue their research projects and dissertation work in pursuit of their doctoral degrees. Additionally, SBS joined the National Science Foundation's Alliances for Graduate Education and the Professoriate (NSF/AGEP) program, a network of universities dedicated to increasing the number of underrepresented minorities obtaining graduate degrees in the social, behavioral, and economic sciences and mathematics. SBS has committed to developing and implementing a comprehensive set of institutional strategies to provide minority students the resources necessary to successfully develop academically, professionally, and personally.

### Academic Programming, Scholarly Activity, and Research

A new study shows why **women outpace men in college degrees**. Girls have long gotten better grades than boys in all levels of school. At one time few women used those academic skills to get degrees,

but new research suggests that growing incentives are helping draw women to college in record numbers. That helps explain why, since 1982, women have outpaced men in college graduation rates. In 2004, women received 58 percent of all bachelor's degrees in the United States, compared to only 35 percent in 1960. "What has changed is that more women are now using their longstanding academic advantages and translating them into college degrees," says Claudia Buchmann, coauthor of the studies and associate professor of sociology. "In the 1960s and 70s, girls were getting better grades, but many young women were not going to college, or they were dropping out of college to get married. Now the benefits of a college education are growing faster for women than they are for men, and women are taking advantage."

Brenda Brueggemann, an associate professor in the English department, and Karla Kmetz, psychology major, documented the history and context of **Disability Studies** at Ohio State as part of the Research on Research program. Research on Research is an innovative program that partners the university's leading researchers with undergraduate students. Supported by the Technology Enhanced Learning and Research office, students collaborated with a faculty member to develop a multimedia portfolio documenting research. **A Multimedia History of Disability Studies** at Ohio State consists of interviews with many of the people involved in the creation of the Disability Studies program and in the university's offices and organizations providing disability services and education. It identifies some of the key events, people, offices, and programs involved in this history. Designed to be completely accessible to individuals with disabilities, the web site seamlessly combines captioned video, compatibil-

ity with voice output technologies, and state-of-the-art design.

### Leadership/Recognition



Kerry James Marshall

The Wexner Center recently announced its 2006–07 **Residency Award** recipients in the three programming areas: visual arts (including architecture and design), performing arts, and media arts (film and video). The awards are intended to offer crucial resources to artists at pivotal points in their creative production. This year's recipient in the visual arts area is Kerry James Marshall. A painter, photographer, master draftsman, cartoonist, video maker, and sculptor, Marshall explores the everyday reality of African Americans and the relative dearth of images of black people in the history of Western art. Most recently, Marshall developed the comic strip *Rhythm Master*, which features the first inner city African American superhero. For his Wexner Center Residency Award project, he will create **African American superheroes based on traditional African sculpture** and in the form of puppets in the Japanese tradition of Bunraku. Marshall's works are in the collections of the Whitney Museum of American Art, the Museum of Modern Art, the Museum of Contemporary Art (Los Angeles), the Studio Museum of Harlem, the Walker Arts Center, and the Columbus Museum of Art, among many other museums.

Dr. Mary C. Juhas, Senior Assistant Dean for Diversity and Outreach at the College of Engineering, has accepted the position of **Director of Diversity and Outreach for the Engineering Directorate at the National Science Foundation**. Juhas

will advocate for women and minorities both inside and outside NSF; work to increase diversity within the Engineering Directorate; and promote accountability for diversity initiatives to NSF grant recipients. In her current position, Juhas oversees diversity-related activities in the college at the undergraduate, graduate, faculty, and staff levels. Her responsibilities include advocacy in support of the increased recruitment and retention of women and minority faculty, postdocs, and graduate students. In addition, she works to promote outreach at the P–12 level to stimulate interest in math and science. Juhas will take a leave of absence from her position at Ohio State during her tenure at NSF.

President George W. Bush presented the **President's Volunteer Service Award to Eva Bradshaw**, director of Technology and Enhanced Learning with the College of Education and Human Ecology in Columbus in September. Bradshaw has volunteered nearly 600 hours of service with TECH CORPS-Ohio, a national nonprofit organization that promotes technology education and helps students gain access to technology programs. Bradshaw helped develop **Girl TECH CORPS**—currently offered in five schools in the Columbus area—to address the downward trend in the number of girls showing an interest in technology. Bradshaw and other women in technology at Ohio State started the club in the University District in 2002.

The 27-year old Women in Engineering Programs and Advocates Network (WEPAN) named Ohio State's Women







in Engineering Program as the recipient of the **2006 Women in Engineering Initiative Award**. The award recognizes an outstanding program or project that serves as a model for other institutions. In selecting Ohio State's WIE program, the WEPAN Awards Committee used several criteria, including: 1) serves as a model for other WIE programs and actively shares experiences and materials with other programs; 2) serves as a model for WIE programming for formal pre-college or retention activities/projects; 3) demonstrates improvements in the educational environment for women in engineering; and 4) provides programming that offers professional guidance to students and/or faculty who seek engineering and science as a career or profession. The Women in Engineering Program at Ohio State has steadily grown into one of the nation's most comprehensive and successful programs.

Lane Kuhlman, a first-year graduate student from the Department of Design currently studying at Ohio State's Advanced Computing Center for the Arts and Design (ACCAD), is one of 10 female students from across the United States to be named a **Microsoft Research Female Academic All-Star**. The scholarship allowed Kuhlman to attend the Serious Games Summit in Washington, D.C., in late October. Awarded to 10 female students majoring in computer science with a concentration in serious game development, the funding allows them to attend the summit, meet with industry experts to discuss issues facing female game developers, and learn about career opportunities. Though Kuhlman is a design student in the Design Development track, rather than a computer science student, her proposal was accepted for this scholarship. The all-stars will also attend more than 60 sessions, lectures, and roundtable discussions, learn about key issues in the marketplace, get a

sneak peek at upcoming serious games, and enjoy networking opportunities. Her travel is supported by ACCAD, the Department of Design, and the College of the Arts Diversity Fund.

The **Hispanic Scholarship Fund** honored Ohio State for its "support and commitment to the enhancement of Hispanic education in the Tri State area." The 5th Annual Greater Cincinnati Hispanic Scholarship Fund Gala Committee presented the award at its September meeting.

### Awareness

Dr. Lori Alvord, M.D., recently spoke to university students, faculty, and staff about the **Navajo philosophy** of a balanced and harmonious life referred to as "**walking in beauty**." Currently the associate dean of Student and Multicultural Affairs at Dartmouth Medical School, Alvord is a member of the Navajo Tribe and the author of *The Scalpel and the Silver Bear*. Her autobiography tells of her journey from the reservation to becoming a surgeon. She combines Navajo philosophies of healing and spiritual wellness with Western medicine.

Fifty Ohio youth were immersed in global issues through a **unique 4-H camp focused on cultural differences and diversity**. The campers built and slept in cardboard shanties at a camp aimed at building better understanding about global living conditions as well as the distribution of resources and affluence. The TCLT ("Teamwork and Cultural Literacy for Teens") Cultural Learning Camp took place late summer at the 4-H Camp Clifton in Yellow Springs. Before arriving at camp, the teens, who came from a range of socioeconomic backgrounds, were assigned one or two nations and/or regions to research (Nepal, Botswana, Thailand,

Haiti, Japan, Appalachia, or the Shantytowns of Mexico and South America). In addition to building their own shanties of cardboard and other scrounged materials, the campers also worked to improve interpersonal skills and abilities to work with others.

**Unspeakable: A History of Race, Disability, and Eugenics in America (The Life Story of Junius Wilson)** was the speech given in October by Dr. Susan Burch, associate professor of history at Gallaudet University. She addressed broad historical issues, including Jim Crow racism, disability discrimination, eugenics, and activism as they played out in the story of Junius Wilson. In 1925 Mr. Wilson, a deaf African American, was falsely accused of attempted rape. Deemed incompetent to stand trial, Wilson was imprisoned at the State Hospital for the Colored Insane for more than seven decades. Although he spent 76 years at the hospital before his release was won by court order, it was officially noted in 1970 that Wilson was not mentally disabled.

Professor John A. Powell, director of Ohio State's Kirwan Institute for the Study of Race and Ethnicity, recently presented "**Racial and Ethnic Perspectives in Ohio's Elections**" as part of the new Food for Thought Policy Forums sponsored by the John Glenn School of Public Affairs. Powell's nationally recognized expertise in the field of civil rights includes an interest in voting rights, and he has conducted extensive studies on the role that race plays in our nation's law and politics.

Visitors to Ohio Stadium this autumn are now "seeing" the words to the National Anthem through a new program designed to **sign the song** at every home football game this season. Emily LeGros, program manager and instructor in Ohio State's American Sign

(continued on back panel)

Language (ASL) programs is leading 16 students—both hearing and deaf—as they sign at the north and south ends of the stadium. The goals of the initiative are to celebrate diversity and unity at Ohio State and in the community and to spread **Deaf and Hard of Hearing** awareness through American Sign Language. Ohio State offers two ASL programs: one that fulfills a second language requirement for undergraduate students and, starting this quarter, a specialization in ASL education for education students.

Once again, President Karen Holbrook and Provost Barbara Snyder are hosting the annual **Diversity Lecture and Cultural Arts Series** on campus. This program, now in its sixth year, offers the campus and Columbus community exposure to some of the most eminent scholars, artists and leaders from around the nation. Included in this year's series are: Charles J. Ogletree Jr. (October); Cecilia Conrad (November); Kenji Yoshino (January); Margaret Wheatley (January); Pearl Cleage (April); Denyce Graves (May); and John Edgar Wideman (May).

**National Coming Out Week** was observed in October, and Sarah Warn served as the keynote speaker when she delivered the keynote address, "Queer Visibility in the Media." GLBT Student Services recruited Warn, founder of fakegaynews.com, afterellen.com, and afterelton.com. Recently, her web site trio was acquired by MTV Networks' Logo channel and Warn became an executive producer and contributor to Logo's Internet identity. Afterellen.com and afterelton.com are internationally recognized web sites, touted for their wealth of information by and about LGBTQ people in the media. In November, Warn will be named one of 2006's "Top 10 Amazing Gay Women in Showbiz" by gay film studio, Power-Up.

**LeAlan Jones**, coauthor of *Our America: Life and Death on the South Side of Chicago*, spoke at the Hale Black Cultural Center in November. He



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discussed the topics of race and poverty in America, as well as other issues raised in his novel. The event was sponsored by University Housing, the Multicultural Center, the Hale Center, and the Colleges of the Arts and Sciences.

### Outreach

The College of Dentistry's **Appalachian Geriatric Dental Program** received the 2006 Geriatric Oral Health Care Award from the American Dental Association for its novel program, pioneered in the Ohio portion of the Appalachian Mountains. The program was created in 2001 through a collaboration of Ohio State's Geriatric Dental Program, OSU Extension for Southeastern Ohio, the Area Agency on Aging District 7, and the local dental societies in Southern Ohio, in order to provide dental care to underserved elderly populations in Appalachia. The national award was presented to Abdel R. Mohammad, director of Ohio State's Geriatric Dental Program.

The **Alumni Association's Office of Outreach and Engagement** awarded three \$1,000 grants this year that constituent groups will use to **fund diversity**

**programming**. This year's winners include the Ohio State civil engineering alumni society, the Ohio State alumni club of Clermont County, and the Ohio State alumni club of Richland County. Each of these clubs will use its grant to fund unique programs that focus on gender, racial and ethnic differences, and sexual orientation. The Richland County club will use its funds to partner with Ohio State Mansfield's Black History Month program committee. This project will facilitate relationships with local minority leaders and enhance the visibility of the alumni club.

The **Department of Spanish and Portuguese** has developed an innovative educational opportunity for teachers who want to increase their understanding of the Spanish-speaking community in Ohio. The graduate-level course, **Spanish in Ohio**, provides teachers with an avenue to enrich cultural knowledge, improve language skills, and learn about diversity, strengths, issues, barriers, and concerns facing this community.

