

DIVERSITY UPDATE

S P R I N G 2 0 0 9



MESSAGE FROM MAC

Special Assistant to the President for Diversity
and Vice Provost

Dear Friends of Ohio State:

I have been recently surprised by the number of readers who have written or spoken to me about the contents of this quarterly publication, our *Diversity Update*. I remember that early on, nearly 10 years ago when we published the first of the series, I received skeptical comments about the contents from people familiar with Ohio State from long ago. Those responders were usually members of the generations who attended in the 1960s and earlier. They expressed concerns of two general kinds. First, they did not always believe that we were reporting truthfully. They did not expect that Ohio State had taken many positive steps toward respecting and celebrating diversity, or toward increasing diversity among the students, faculty, and staff on campus. A second kind of concern related to doubts about the university's ability to remain committed over time to building and supporting the minority communities on and around campus.

But more recently, the comments in my e-mail and in conversations around town and campus have expressed feelings of a very different kind—mostly pride, and sometimes amazement at the range and quality of the results we have attained by our continuing collective efforts to insure diverse experiences in teaching, research, and service. It is nearly 10 years since the university instituted this regular attempt to take and report on the pulse of our diversity progress. All of these *Updates*, since the first in autumn 2000, are available online

as part of the Diversity web site. A quick glance through them demonstrates the considerable efforts and achievements of the intervening years and the richness of experience now provided to our students and neighbors through the work of the professionals here.

This issue reports and celebrates with a photograph the retirement of one of the people centrally responsible for much of this progress—Dr. William E. “Nick” Nelson Jr., professor of political science and African American and African studies. Dr. Nelson joined the faculty of the Department of Political Science in 1969. From 1972-1986 he served as chair of the Department of Black Studies. Currently, Dr. Nelson holds the positions of research professor of African American and African studies, professor of political science, and director of the Center for Research and Public Policy at Ohio State. He has been a consistent voice supporting and studying diversity here for 40 years. We congratulate him on his years of service and wish him all the best in his retirement.

Sincerely,

Mac A. Stewart Special Assistant to the
President for Diversity and Vice Provost



Feature

Minority Stock Ownership Continues to Fall in Market Downturn

According to a study coauthored by **Sherman Hanna**, professor of consumer sciences at Ohio State, investment in the stock market by minorities has declined significantly with the market downturn in 2002. Hanna and Suzanne Lindamood, a Columbus attorney, published their results in the *Journal of Financial Counseling and Planning*. The survey showed that investment of stock ownership by African Americans fell from 34.2 percent in 2001 to only 22.5 percent in 2004. Hispanic households followed suit, dropping investment in stock ownership from 28 percent to 18.7 percent for the same time frame. Caucasian households saw less than a one percent decrease in their stock holdings between 2001 and 2004.

To explain the differences in investment experiences, Hanna suggests that minority households have a shorter investment history, which may have led to a greater level of panic for the 2002 downturn. This is reflected in the 57 percent of African American respondents and 65 percent of Hispanic respondents who said they were unwilling to take risks with their investments. Hanna went on to suggest, "It may be that white investors are more experienced with the stock market, so they are prepared for the inevitable drops. Minorities tend to be new investors and may be scared off more easily."

According to Hanna, the ideal remedy for these trends in minority investments is increased education about investing. "It is important that households understand the long-term nature of investments and how high-yield investments like stocks perform over the years when compared to other types of savings and investments."

Faculty/Staff Recruitment

Janet B. Reid was appointed to the **Ohio State Board of Trustees** by Governor Strickland. Reid is the principal partner and co-founder of Global Lead Management Consulting. Her particular expertise is in shaping corporate strategy and developing quantitative and qualitative measures of bottom-line benefits. She has also been a consultant and coach to numerous top executives and is often a keynote presenter on the subject of women in corporate America and issues of diversity and inclusion. Reid's prior professional experience includes 10 years at Procter & Gamble where she held a series of progressively more responsible positions including that of research chemist, section head, and brand manager. Prior to Procter & Gamble, she taught chemistry at Virginia Union University in Richmond. Reid earned her PhD in bioinorganic chemistry from Howard University in 1979 and has earned many honors and awards, including being named in *Who's Who in Black Cincinnati* (2004 and 2005); the Leading Women: Entrepreneur's Award (1998); and Procter & Gamble

Product Development's Pioneering Black Woman Award (2004).

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Two new faculty joined the **Fisher College of Business** this year. **Tracy L. Dumas**, assistant professor in



Management and Human Resources, received a PhD in management and organizations from the Kellogg School of Management at Northwestern

University. She holds an MS in industrial relations from Loyola University, Chicago, and a BS from Northwestern University. Prior to joining Fisher, Dumas was a visiting assistant professor at Goizueta Business School at Emory University and an assistant professor of organizational sciences at George Washington University. Her primary research interests focus on how individuals can handle multiple role responsibilities and identities most effectively, and how companies can help their employees excel at work while also engaging meaningfully in their communities.

Fousseni D. Chabi-Yo, assistant professor in Finance, received a PhD in economics from the Université



de Montréal. He holds an MSc in applied economics and statistics from Ecole Nationale d'Economie Appliquée and an MSc in applied

mathematics and BSc in mathematics



from the Université Cheick Anta Diop, all in Dakar, Senegal. He was a teaching assistant from 2000 to 2004 and a research assistant from 1999 to 2004 at Université de Montréal. Chabi-Yo's research interests include theoretical and empirical asset pricing, heterogeneous investors in the financial market, derivatives, higher moments premium, and financial econometrics. Prior to joining Fisher, he worked as a research economist at the Bank of Canada from 2004 to present.

Student Recruitment

Ohio State, in partnership with Columbus State Community College, is leading a five-year program to **recruit Ohio students with disabilities** to enter the STEM (science, technology, engineering, and mathematics) fields. The program, Ohio's STEM Ability Alliance, is made possible by a \$3 million National Science Foundation grant, with the goals of recruiting, retaining, and graduating students with disabilities in STEM degree programs at Ohio State and Columbus State in Columbus and Wright State and Sinclair Community College in Dayton. Dr. Margo Izzo, associate director at Ohio State's Nisonger Center, will coordinate the program at Ohio State. OSAA will create networks between universities, public schools, industries, and government to increase the number and quality of students with disabilities pursuing STEM degrees and careers.



The **Society of Black Scientists** was recently established at Ohio State within the Colleges of Biological Sciences and Mathematical and Physical Sciences. Quarterly, the society invites a minority speaker who serves as a role model to talk to the students. The group currently has over 50 registered members and presented its current strategies of recruiting, retaining, and graduating minority and women students at the 3rd Annual Conference on Understanding Interventions that Broaden Participation in Research Careers, an AAAS sponsored conference. The presentation was titled "Pathway to Broaden Participation in Research: Our Current Strategies and What We Have Learned."



Pipeline to Medical Colleges Initiatives is a program designed to address two issues: access to medical services in rural areas, and access to higher education and financial aid for community college students in pursuit of medical service careers. Ohio State has partnered with Columbus State Community College as part of a pilot program to expand rural access to medical services. This is the first step in a new national partnership between community colleges and four-year colleges and universities that expands access to the baccalaureate degree as well as to graduate and professional degrees. The plan addresses three societal problems: the demand for many more health care professionals; the necessity of training more individuals from underrepresented groups for careers in medicine; and the need to find financially viable

strategies to support students during the course of their undergraduate and medical training.



Women in Science Day, held on the Ohio State campus in March, brought approximately 300 girls in grades 6-8 and their teachers to campus for a series of workshops. The event is designed to encourage talented young girls to pursue careers in the field of science and promote gender equality in the workforce, and was sponsored by the Association for Women in Science in central Ohio.



The **College of Medicine** is reporting a **six percent jump in enrollment for underrepresented students** for this autumn's incoming class. Thirteen percent of the 2009 entering class are minorities, up from seven percent in 2008. Additionally, 49 percent of the class is comprised of women. The average GPA for all incoming medical students is 3.7.



In April, the student organization **Women in Math and Science (WIMS)** hosted Dr. Yetta Porter-Chapman for the spring quarter



(l to r) Adedunni Adeyemo, Christine Zgrabik, Caroline English, and Dr. Yetta Porter-Chapman



Shell Distinguished Woman in Science lecture. Porter-Chapman is an inorganic chemist at Lawrence Berkeley National Laboratory who synthesizes gadolinium oxyhalides and determines their properties as scintillators for use in detecting ionizing radiation. This is done in support of national security efforts.

Ohio State Mansfield and Mansfield City Schools are collaborating for a pilot program designed to place middle school students from the Mansfield district on the path to collegiate education. Students who qualify have an above average grade point, are first-generation college candidates, and come from modest to low-income families. The pilot program will continue to follow these students from the seventh grade until high school graduation, providing them with counseling and guidance for both college and life skill preparation.

Leadership and Recognition

Dr. Jose Cruz, professor of electrical and computer engineering and former dean of the College of Engineering, is the 2009 recipient of the **IEEE James H. Mulligan Jr. Education Medal**. This award recognizes Cruz “for excellence in engineering education through creative leadership, innovative textbooks, inspirational mentoring, and research contributions to circuits, controls, and systems,” and is one of the highest professional acclaims that one can receive from IEEE peers. In

addition to this recent honor, Cruz is a member of the National Academy of Engineering and a Fellow of IEE, AAAS, ASEE, and IFAC.

Ellen Mosley-Thompson, a world-renowned expert in global climate change and its effects leading to the loss of the world’s glaciers, has



been named to the **National Academy of Sciences**, the country’s most prestigious scientific body.

Mosley-Thompson is a Distinguished University Scholar in geography and a senior research scientist with the Byrd Polar Research Center. Mosley-Thompson has spent more than three decades doing research at Ohio State, beginning in 1973 as a graduate student and later as a research associate at the former Institute for Polar Studies. She became a research scientist with the Byrd Polar Research Center and finally a professor in the Department of Geography.

Stacyann P. Russell, a fourth-year student in industrial and systems engineering, has been elected **chair of the National Society of Black Engineers**. NSBE, dedicated to the success of African American engineering students and professionals, is one of the largest student-run organizations in the United States, with more than 31,000 members. A first-generation American born to parents from Jamaica, Russell was raised in the Bronx, N.Y. She became active in

the Ohio State chapter of NSBE her freshman year and quickly took on leadership roles at the chapter, regional, and national levels. She will serve as national chair through April 2010, preparing the organization for its first international convention next year and equipping members to fulfill the NSBE mission to increase the number of culturally responsible black engineers who excel academically, succeed professionally, and influence the community in a positive way.

Each year at the annual meetings of the American Society of Criminology, the Division on People of Color & Crime (DPCC) gives a small number of awards to members who have made important contributions to their field. Recently the DPCC honored **Ruth Peterson**, of the Departments of Sociology and African American and African Studies, with its **Lifetime Achievement Award**, the organization’s highest award for outstanding contributions to the field of criminology.

Jeff Rogers of the Department of Geography was awarded the **Lifetime Achievement Award** from the Climate Specialty Group of the Association of American Geographers for his substantial contributions to climatology and geography. The award is based on significant achievements in research, student training and mentoring, and service to the organization.

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Nick Nelson (center), co-founder of the Department of African and African American Studies, is congratulated on his retirement by Vice Provost Mac Stewart (l) and former Vice Provost of the Office of Minority Affairs, Dr. Joseph J. Russell (r).

Outreach

The 2009 recipient of the **College of Food, Agricultural, and Environmental Sciences Bill Williams Award for Diversity** in the faculty/staff category is the **Ohio Latino Work Force**. This group formed in 2006 in response to the increasing numbers of migrant and permanent Latino residents who are drawn to Ohio to work in the agricultural industry. The Ohio Latino Work Force recognizes the need to assist Ohio State faculty and staff who work with industry, businesses, and communities in support of Latino populations. The mission of the **Ohio Latino Work Force** is to support efforts to improve the relationship between agricultural employers and their Hispanic employees, and communities and their Latino residents, through research efforts and a variety of resources such as workshops, conferences, academic programs, and educational materials. The Ohio Latino Work Force helps foster understanding

and acceptance of Latinos in Ohio rural communities while promoting the collaboration of CFAES faculty and staff from different backgrounds and ethnicities.

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Students from the Fisher College of Business, in collaboration with the University District of OSU Extension and the African American and African Studies Extension Center, provided help this spring with tax filings to low-moderate income, working families. After obtaining their IRS certifications, these Fisher students volunteered in preparing income tax returns for families who qualified for earned income tax credit.

Awareness

In March, the **Department of African American and African Studies Community Extension Center** sponsored “Understanding and Preventing Urban Youth Violence: How Every Voice Matters,” by **Deanna Wilkinson**, professor of human development and family sciences. Professor Wilkinson’s lecture focused on topics covered in her book *Guns, Violence, and Identity Among African American and Latino Youth*. The lecture examined the violence among minority youth in relation to their family situation, environmental perception, and their experiences with mainstream institutions.

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David Roediger, professor of history at the University of Illinois, came to campus this past February to join the **Kirwan Institute’s African American History Month** lecture series. During his presentation, Roediger led a discussion about his book *How Race Survived U.S. History*. The event was co-sponsored by the Office of Minority Affairs and the Department of African American and African Studies.

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The history of the African American struggle for freedom and equality in Columbus was presented at the **6th Annual History of Black Columbus Conference**. The focus for the 2009 conference was “The Black Freedom Struggle in Columbus: From the Jim Crow Era to the Black Power Movement.” Photo exhibits and panel discussions by activists and freedom fighters highlighted various civil rights movements and events that took place in Columbus from the 1920s to the 1970s. The History of Black Columbus Conference was sponsored by the Department of African American and African Studies Community Extension Center. The primary aim of the annual conference is to celebrate the right history of African Americans in Columbus, increase awareness, and document and preserve the history for future generations.

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During the **Five Nights on Campus** presentation, hosted by Ohio State Marion and the Marion Technical College, Mad River Theater Works portrayed **the story of Rosa Parks** through a blend of music and drama. The play conveys the role of Parks’



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self-reconciliation in becoming a civil rights leader. The Five Nights on Campus events took place throughout the winter quarter and are designed to complement local entertainment options while promoting diverse cultural and educational opportunities, as well as community involvement in campus life.

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Ohio State Lima’s Department of Theater performed *The Laramie Project* in February. *The Laramie Project* is based on interviews about the 1998 murder of Matthew Shepard, a Wyoming college student and victim of a hate crime. Ohio State alum Kim Barrett also provided a presentation about *The Laramie Project* before the performance.

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Dovie Thomason, a Kiowa Apache and Lakota storyteller, came to the Ohio State campus during March for two presentations at the Hale Cultural Center and the Younkin

Success Center. Thomason’s method of storytelling includes tales that gently dispel false images of the First Nations People of North America to replace them with traditional stories to which all cultures can relate.

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Award-winning fiction writer Amy Tan delivered Ohio State’s final lecture of the year in the 2008-09 **Diversity Lecture & Cultural Arts Series**. Tan’s books include *The Joy Luck Club*, *The Kitchen God’s Wife*, *The Hundred Secret Senses*, *The Bonesetter’s Daughter*, and *Saving Fish from Drowning*. She served as co-producer and co-screenwriter for the film adaptation of *The Joy Luck Club*. Born in America to immigrant parents from China, Tan’s current work includes writing a new novel.

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In collaboration with the Columbus arts and disability communities, Ohio State’s **Urban Arts Space** has been redesigned to make exhibitions and programming accessible to all,

including people with disabilities. A reception was held at the space to celebrate accessibility and featured tours of the 2009 MFA exhibition “Begged, Borrowed, and Stolen” from **L. Scott Lissner**, Ohio State’s ADA coordinator, and **Eva Ball**, accessibility coordinator at the Urban Arts Space. The tours highlighted the accessibility efforts of the space, and the reception also featured remarks by renowned disabilities studies scholar, Georgina Kleege.

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Vice Provost Mac Stewart and the Conference Planning Committee hosted the 15th Annual **National Conference on Diversity, Race & Learning**. Co-hosted by the Office of Minority Affairs, Huntington National Bank, and the Office of Continuing Education, this diversity enrichment development program focused on “Beyond the Diversity Rhetoric: Academic, Corporate, and Community Responsibility.”