

# DIVERSITY UPDATE



## MESSAGE FROM MAC

Special Assistant to the President for Diversity  
and Vice Provost

### Dear Friends of Ohio State:

In January at numerous events we honored the memory and achievements of Martin Luther King Jr., along with the current achievements of Barack Obama. Dr. King was certainly the most memorable African American male of the 20th century, just as President Obama is already the most significant African American male of the 21st century.

In the 12 years between the Bus Boycott in Montgomery and the Lorraine Motel where he was killed, Dr. King accomplished and left behind a huge record of achievements: the Nobel Prize, youngest person ever to receive it; the March on Washington; the Southern Christian Leadership Conference; the Civil Rights movement and its great achievements, the Civil Rights Act of 1964 and the Voting Rights Act of 1965; and so much more. He is especially remembered today for some of his great speeches and his ringing refrain, "I have a dream."

President Obama will be remembered as the first African American to be elected president. What else will we remember him for? Let me predict that in addition to all that he accomplishes, we will remember him for his intelligence and honor him for his virtues—of loyalty, honor, courage, skill, fidelity, wisdom, and leadership.

Both King and Obama are models of leadership. Dr. King had this to say about leadership: "The urgency of the hour calls for leaders of wise judgment and sound integrity—leaders not in love with money but in love with justice; leaders not in love with publicity but in love with humanity; leaders who can subject their particular egos to the greatness of the cause. The honors and privileges...that often come as a result of leadership constitute only one side of the picture. The greater the privileges, the greater the responsibilities and sacrifices."

Dr. King was speaking in the 1960s when the urgency of the hour was clear to everyone. Today, given the world we now live in, you may and should perceive a growing urgency. Now is the time for our students as students and our faculty as teachers to be thinking about that world. Now is the time for us all to build the unity that can accomplish the objectives that must be achieved for yourselves and for the rest of us.

Sincerely,

Mac A. Stewart



## Student Recruitment

The **National Science Foundation** awarded more than one million dollars to The Ohio State University, Columbus State Community College, and Wright State University as part of its Ability Alliance goal. The Ability Alliance recruits and encourages **students with disabilities** to enter scientific fields and expand diversity within the sciences.



Visiting professor **Carlos Castillo Chavez** presented *Promoting Diversity in the Mathematical Sciences Success Stories* to Ohio State faculty, students, and staff in January. Chavez is a professor of mathematical biology and executive director of the Mathematical and Theoretical Biology Institute and the Institute for Strengthening the Understanding of Mathematics and Science (MTBI/SUMS) at Arizona State University. More than 100 underrepresented students mentored by MTBI/SUMS faculty have gone on to graduate school. For his efforts to help underrepresented students earn doctoral degrees in the sciences, Chavez has been honored by the American Association for the Advancement of Science (AAAS) with the 2007 AAAS Mentor Award. He served as dissertation advisor for four Hispanic Americans who earned their doctorates in mathematics or the biological sciences. Another 11 Hispanic Americans whom he mentored have earned doctorates in the biological sciences, mathematics, statistics, or bioinformatics. The event was co-sponsored by the Department of Mathematics, the Mathematical Biosciences Institute, and the Office of Minority Affairs. ◆ ◆ ◆

**Ashley Kicks**, an undergraduate in the Public Policy Minor program,



joined forces with Columbus mayor Michael Coleman, the Mid-Ohio Regional Planning Commission (MORPC), and the Solid Waste

Authority of Central Ohio (SWACO) to explore ways to help increase business recycling in the central Ohio community. Ashley stepped outside the classroom to learn firsthand the challenges involved in getting local business to do more recycling. Under the guidance of political science associate professor Alan Wiseman, Ashley researched public policies of other cities and presented her suggestions to the city, SWACO, and MORPC.

## Faculty Recruitment



**Javaune Adams-Gaston** was hired as **vice president for student life** and began her new role in January. Previously,

Adams-Gaston was the executive director of the University Career Center and the President's Promise program at the University of Maryland in College Park, as well as equity administrator in the university's Division of Student Affairs. With more than 25 years of administrative experience at the University of Maryland, Adams-Gaston served in a number of capacities, holding key positions in student affairs, academic affairs, intercollegiate athletics, and university-level administration.

A licensed psychologist, she has held teaching positions at Maryland, Johns Hopkins University, and Iowa State and has presented her research at a number of national conferences. She has served as a peer reviewer for NCAA Athletic Certification since 1997. In her new role, Adams-Gaston will oversee an office with more than 5,000 employees, including 4,000 part-time student employees, and an annual budget of \$176 million. The Office of Student Life is responsible for a wide range of student services, including housing, food service, recreation, the Ohio Union, and student activities. Adams-Gaston received her bachelor of arts degree from the University of Dubuque in Iowa in 1978, her master's degree in applied clinical psychology from Dubuque's Loras College in 1980, and a doctorate in psychology from Iowa State University in 1983.



**Darrell Johnson** has been appointed **director of the Office of Continuing Education** with the primary responsibility of managing all operational aspects of the unit. Continuing Education is charged with enhancing lifelong learning and meeting the educational needs of alumni, employees, and citizens well beyond Ohio State's campuses.

As director, Johnson will be responsible for connecting the university to the growing community of adult learners in Ohio and beyond.

He received his PhD in counselor education with a specialization in higher education administration from Western Michigan University, a master of arts in counseling in higher education from Western Michigan University, a master





of education in educational leadership from Grand Valley State University, and a bachelor of science in psychology from Michigan State University. In 2003, Johnson successfully passed the National Counselor Examination and is recognized as a National Certified Counselor by the National Board of Certified Counselors. ■

The College of Social and Behavioral Sciences (SBS) announced the establishment of the **SBS Diversity Postdoctoral Fellowship program** to support promising scholars committed to diversity and prepare them to enter tenure-track faculty positions. Fellows will be affiliated with one of the eight academic units of SBS: Anthropology, Communication, Economics, Geography, Political Science, Psychology, Sociology, and Speech and Hearing Science. Up to three fellowships will be awarded and appointments will begin September 2009. Contact Kathleen McGraw, mcgraw.36@osu.edu. (sbs.osu.edu/sbs/diversity).

## Research and Scholarly Activity

The concert “Inherited Movement, Traditions Redefined,” put on by the Department of Dance recently, was a cumulative experience of **African American cultural evolution** expressed in dance. The concert featured works of West African, Afro-Caribbean, spiritual, Modern, and hip-hop dance styles. This impressive concert was accompanied by outreach presentations to various Columbus area schools, allowing students the opportunity to take part in the dance traditions preformed in the concert. The entire production was conceived and executed by two

undergraduate African American dance majors, Erika Harris and Robyn Young.

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**Adrienne Dixon**, PhD, assistant professor in the School of Teaching and Learning, has received funding from the Kirwan Institute Small Grants program to conduct a study titled ***Do You Know What It Means to Miss New Orleans? Rebuilding Public Education in Post-Katrina New Orleans***. Dixon’s research in New Orleans will evaluate the New Orleans’ hybrid model for public schooling, which includes both traditional public schools and charter schools. Her research will assess the impact in terms of educational and racial equity. The Kirwan Institute Small Grants program is designed to support research that will deepen the understanding of racial and ethnic disparities at the local, national, and international levels.

With a grant from AT&T, graduate students in the College of Education and Human Ecology’s Counselor Education program will work with ninth-grade students in two **Columbus City high schools** to encourage scholastic development and increase graduation rates. They will use research-based strategies under the direction of principal investigators, associate professor



**James Moore** (now director of the Todd Bell National Resource Center on the African American Male), and visiting assistant professor Collette Dollarhide, both of the School of Physical Activity and Educational Services. The four-year grant awarded to the college’s Student

Success Centers is part of the AT&T High School Success program to combat the nation’s high school dropout crisis. Student Success Centers focus on serving high-risk ninth graders with specialized mentoring, intensive counseling services, career and college advisement, and academic and study skills training.

**Ohio State professor Randy Hodson** and doctoral student Lindsay Chamberlain coauthored a study with faculty from Florida State University and North Carolina State University, which found higher **sexual harassment rates in gender-balanced work places**. In equally matched gender scenarios, women were more likely to experience taunting, patronizing, and predatory behaviors than women in predominately male or female groups.

The study also found interesting results related to women in power: women who had more autonomy were more likely to be victims of every kind of sexual harassment. Although women are often protected against the more serious kinds of sexual harassment, Hodson said, they are left exposed to less severe forms due to ambiguity in organizational classifications of sexual harassment.

A report mapping the **dynamics of neighborhood opportunity and race in the Commonwealth of Massachusetts** was presented to Massachusetts leaders and media at the Massachusetts State House. The report, *The Geography of Opportunity: Building Communities of Opportunity in Massachusetts*, is based on research conducted by the **Kirwan Institute** on behalf of the Massachusetts Law Reform Institute. Speakers from the Kirwan Institute joined several Massachusetts government officials



and others from Massachusetts legal aid programs, Harvard, and the Federal Reserve Bank of Boston to discuss strategies for how lawmakers, community advocates, and others can work together to enhance opportunities for all to succeed in the Commonwealth of Massachusetts.

Last December, the **Lance Armstrong Foundation** awarded one of 11 grants to Ohio State to develop a communication tool for **Appalachian Breast Cancer Survivors**. Participants in the study use

personal digital assistants to record their levels of pain, fatigue,



and depression and watch patient communication videos. The study—the first of its kind in the country—is designed to teach breast cancer patients how to communicate more effectively with their physicians during chemotherapy treatment. A lack of communication in these areas can lead to unaddressed issues for the patient, often decreasing the quality of life. Breast cancer survivors at The James participated in focus groups and star in the videos, along with several oncologists at The James.

**Single women** are in much **worse financial condition** than other Americans, according to an analysis of the Federal Reserve Board's most recent Survey of Consumer Finances. The analysis looked specifically at women who head households themselves and do not have a spouse or partner. Among the biggest revelations for **Catherine Montalto**,

associate professor of consumer sciences in the College of Education and Human Ecology, was the low savings rate among these women. Montalto believes the women, like most people, underestimate the amount they should have on hand for emergencies. According to Montalto, even in a tight economy, building up savings is an important tool for all households, but especially those with just one breadwinner. Ohio State Extension is currently working with the Ohio Treasurer of State's office and the United Way to develop a campaign for a statewide "Ohio Saves" program.

## Outreach

The Department of Geography, the Ohio State African American Studies Center, and an African American community located on the near east side have combined forces for an **undergraduate service learning course** for the winter 2009 quarter. The course, titled ***Serving the African American Community with Cartography***, allows students to meet and work with members of the African American community identifying community needs in the areas of health care, recreation, and employment. This new "map" of the community's assets, capabilities, and abilities will help in new structures of opportunity, new sources of income and control, and new possibilities for production.

**Honors and Scholars** and the **Economic Access Initiative** sponsored training for **Girls Circle** facilitators. These facilitators will hold weekly meetings for participants focused on gender specific and contemporary themes. The Girls Circle

model, a structured support group for girls from 9-18 years, integrates rational theory, resiliency practices, and skills training in a specific format designed to increase positive connection, personal and collective strengths, and competence in girls. The Girls Circle facilitator training focuses on meeting the needs for the girls while promoting ideas of rights to equality, dignity, and opportunity regardless of race, creed, culture, gender, sexual orientation, or age.

## Awareness

A forum designed to address the needs of the state's African American male population was sponsored by the **Ohio Commission on African American Males** last December. At the request of Ohio Governor Ted Strickland, the commission held hearings throughout the state. The 15 cities that participated represent 80 percent of the state's African American population. The commission, which is working with Ohio State's Kirwan Institute, identifies and promotes strategies and public policies to foster improvements in social, economic, and educational opportunities for African American males.

**Dr. Elijah Anderson** visited Ohio State last quarter as a guest of the College of Social and Behavioral Sciences, Department of Sociology, the Kirwan Institute, and the Office of Minority Affairs. Dr. Anderson, a renowned urban scholar and author of *The Code of the Streets*, gave lectures on the **emerging black middle class and violence in urban communities**.

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## F E A T U R E

### Race and Gender Gaps in Earnings

As a part of its 2008-2009 Community Lecture Series, The Ohio State University Department of African American and African Studies Community Extension Center presented *The Race and Gender Gaps in Earnings: What's Happened and What Does It Say?* by **Bruce A. Weinberg**, PhD, associate professor of economics and public administration.

After years of progress, the race gap in earnings stopped closing in the late 1970s. By contrast, the gender gap, after years of stagnation, started closing around the same time. Professor Weinberg discussed reasons that the racial-wage gap is no longer closing and why the gender gap did close. His talk highlighted the increased importance of interpersonal skills in the labor market, which have favored women but hurt African Americans, especially African American men.

Bruce A. Weinberg received his PhD from the University of Chicago in 1996 before joining the faculty at Ohio State. His research has been published in journals including *The American Economic Review*, *The Journal of Political Economy*, *The Review of Economics and Statistics*, and *The Journal of Labor Economics*.

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The **Asian American Studies** program Research Workshop Series presented *From the 1992 Los Angeles Riots to the 2008 Presidential Election: Racial Civility in the Post-Civil Rights Era* by **Lynn Itagaki**. Professor Itagaki examined the legacy of the mid-1990s “civility debates” on the 2008 presidential election, excavating a genealogy from the aftermath of the 1992 unrest in Los Angeles to the historic contemporary movement. The research examines the intersection of contemporary U.S. culture with race, law, and the media in terms of Asian American studies, comparative race studies, and women of color feminism.

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Last December, to celebrate the **26th International Day of Persons with Disabilities**, the United Nations Convention on Disabilities focused on the barriers persons with disabilities face in society. These individuals are routinely denied the right to participate in public and economic life. Ohio State departments, programs, and support units showed their support for these individuals and the cause by participating online.

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The year 2009 marks the **35th anniversary for Disability Services**, an Ohio State department offering support services for students with disabilities. Disability Services is one of the oldest programs in the country and serves one of the nation’s largest populations of students (1,800-2,000 students were served last year—up from 400 in the mid ’80s). The department was founded one year after the Rehabilitation Act of 1973 and many years before the passage of the Americans with Disabilities Act of 1990. Disability Services will be celebrating its anniversary with events throughout the year, with April being the largest celebratory month.

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The 2009 **Lecture Series on African and African American Diaspora Literacies**, sponsored by the Martha King Center and the School of Teaching and Learning, presented “Reconsidering the Code-Switching Paradigm” by Keith Gilyard of Penn State. The series also hosted David Kirkland of New York University, who presented “Literate Lives of Young Black Women in Online Social Networking Communities.” Upcoming spring quarter events include “Language, Literacy, and Pedagogy of Caribbean Creole English Speakers” by Shondel Nero of New York University, and “Poetics and Counter-Storytelling: When Young Black Women Right/Write The Wor(l)d” by Carmen Kynard of St. John’s University.

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Ohio State professor of human development and family science, **Deanna Wilkinson**, presented information from her book *Guns, Violence, and Identity Among African American and Latino Youth* as part of the Department of African American and African Studies Community Extension Center’s lecture series. According to Wilkinson, the dynamics of violence among minority male youths cannot be fully understood

without exploring the youths’ family situations, perceptions of their environment, and experiences with mainstream institutions such as schools, community agencies, and employers. Wilkinson found that the breakdown in informal social control and fear contribute to violence in the community. She also discussed how her findings can be applied in community action, developing community-police partnerships, policymaking, and parenting.

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Ohio State marked the **Martin Luther King Jr. celebration** with outspoken political analyst and award-winning journalist and CNN analyst **Roland S. Martin** on January 27. The theme for Ohio State’s 36th annual celebration was “Celebrate the Legacy: The Dream, Reality, and Future.” This year’s event was scheduled a week after the inauguration so that Martin could incorporate his coverage of the country’s newly elected president, Barack Obama, as part of King’s dream.

