

# DIVERSITY UPDATE

S U M M 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 and Colleagues,

Once again we reach the end of the academic year and celebrate the achievement of thousands of students as they complete their degrees, and we bid them farewell and Godspeed for the next stages of their journeys. This quarter we do the same for two administrators whose support for and celebration of diversity have marked their tenure at Ohio State—Dr. Karen Holbrook, our 13th president, and Professor Barbara Snyder, Executive Vice President for Academic Affairs and Provost. Both President Holbrook and Provost Snyder have been steady and effective advocates for perpetuating a diverse community at all levels—among students, faculty, and staff. And both have spoken for and supported

with time and resources the efforts of the colleges and administrative units of Ohio State to create a productive, welcoming atmosphere for all. I commend them for their many accomplishments at Ohio State and wish them well in their next challenges.

President Holbrook and Provost Snyder sustained and built upon the diversity achievements of their immediate predecessors. Yet it may reasonably be asked, following two administrations so deeply and visibly committed to both excellence and access, whether the university will be able to continue in the path that they defined. The answer, I believe, is a resounding, yes, we can and we will, because the commitment to diversity

is a fundamental value not only of individual administrators but of the university itself. Diversity is a fundamental value articulated in the Academic Plan, which continues to guide the institution, and in the Diversity Action Plan. Both of these fundamental documents require continual attention and updating—indeed, the name of this quarterly newsletter to each of you is, appropriately, *Diversity Update*, since it provides a quarterly renewal of our commitment as well as a report card on how we are progressing.

Sincerely,

Mac A. Stewart

## New Course Focuses on Workplace Relations with Hispanics

—by Candace Pollock

With the labor force of agricultural-based industries dominated by Hispanic migrant workers, and owners having little knowledge of the language and culture, effective communication and relations between employer and employee can be challenging.

Ohio State's Department of Horticulture and Crop Science is offering a new course this fall for students likely to work with Hispanic migrant workers. The course will focus on the cultural, historical, and legal aspects of workplace relations in such industries as dairy, nursery and greenhouse, landscape, and vegetable production.

"In my experience, the owners and managers of various agricultural industries have little knowledge of the language and culture of Hispanic migrant workers, and, hence, they have problems in communicating or developing a fluid relationship with that workforce. The consequence is that many jobs are not done, or not done properly, and that diminishes efficiency and productivity," says Claudio Pasian, an Ohio State Extension horticulturist, who is teaching the course. "I thought it would be a good idea to present information on Hispanics to students who will be working alongside migrant workers, either as a co-worker or as a supervisor."

"The Latino Workforce in Land-Based Industries" (HCS 294) will be offered autumn quarter 2007. The undergraduate course is designed to provide an overview of issues faced by migrant workers in agriculture—who they are, where they come from, the challenges they face, and why they are coming to the United States to find work. It's the first such course offered by the College of Food, Agricultural, and Environmental Sciences.

"If students entering the industry have a good sense of such information, then they may feel more confident in working with Hispanic workers and start off on the right foot with a successful working relationship," notes Pasian, who also holds a partial research appointment with the Ohio Agricultural Research and Development Center.

Course objectives include demographic information, communication, geography, social aspects, history and culture, Hispanic customs, foods of Mexico, supervising a Latino workforce, an overview of modern agriculture in Mexico and Central America, migrant and seasonal farm workers in Ohio, work visas, and what employers should know about legal issues. The course will also include guest speakers from other Ohio State departments, Ohio industries, and Mexican organizations.



### Faculty and Staff Recruitment and Retention

The Department of Facilities Operations and Development hired **Reginald Adams** as the new **director of contracts and services**. Certified by the National Contract Management Association, Adams has negotiated and awarded numerous contracts in the past, and his contracting skills have taken him around the world. He has worked in Ohio and Illinois, as well as Riyadh, Saudi Arabia, where he served as the director of contracting diplomatic assignments at the U.S. Military Training Command. He has also held a number of positions at Wright Patterson Air Force Base, including director of contracts and chief contracting inspector in the Office of the Inspector General. Adams received his undergraduate degree from Southern Illinois University and his master's from Wayne State University. He also completed an internship with the Air Force Institute of Technology in Moorestown, New Jersey.

The College of Mathematical and Physical Sciences recently launched the **Dean's Lunch with Women Faculty**, an annual event that offers an opportunity for women faculty to meet with the dean and also to network with each other. Most discussions have centered on improving the climate for women in MAPS, but the lunches also have developed cross-department relationships among the female faculty both socially and professionally. One of the outcomes was the MAPS Diversity Lecture Series, which began during winter quarter. This quarterly series



features a female or minority scientist or researcher discussing his or her career and particular challenges and successes.

The Office of Diversity, Urban, and International/Global Affairs of the College of Education and Human Ecology has hired **Josephine Scott**, a top-level administrator and curriculum expert recently retired from Columbus Public Schools. She will work as an **urban education consultant**. Her primary responsibility is to help EHE develop a multi-year urban initiative based on priority needs of urban youth, schools, and communities. Scott also will explore interdisciplinary research collaborations with other units of the university whose work in urban affairs intersects with hers.

**Nolan Crabb** has joined the university as **director of assistive technology** to provide leadership and technical direction in that area. Crabb will represent the ADA coordinator's office as part of a leadership team that will support faculty and staff using assistive technologies on campus, deliver training to central and unit technology support staff, and develop protocols and provide assistance in evaluating information technology purchases. Previously, Crabb worked as technology specialist, network administrator, technical writer, editor, and trainer in a variety of settings, including the American Council of the Blind, the Missouri Rehabilitative Services Commission, and private consulting.

### Student Recruitment and Retention

The Graduate School recently hired **Cyndi Freeman Fail** to serve as **director for graduate student recruitment and diversity initiatives**. In that capacity, Fail will work with Ohio State's 92 doctoral and 115 master's programs to develop recruitment plans to attract top graduate students to Ohio State. She will also serve as director of the Ohio Science and Engineering Alliance, an NSF-funded project among 15 Ohio universities working in collaboration with federal, state, and community agencies to increase the number of underrepresented minority students who earn bachelor's degrees in science, technology, engineering, and mathematics (STEM) fields and to encourage more of our degree recipients to pursue graduate study. Her previous role was executive assistant to the dean for diversity enhancement programs in the College of Earth and Mineral Sciences at Penn State. Fail holds a B.A. in public relations from Kent State University and an M.A. in American studies from Penn State.

The College of Optometry has received funding from the Association of Schools and Colleges of Optometry to conduct the **Improving Diversity of Optometric Learners (IDOL)** program this summer. IDOL is a weeklong program geared toward motivating minority undergraduate students to pursue a career in optometry. Participants will learn about the eyes and vision, observe a local minority optometrist in practice, learn about the importance of diversity in the

health care professions, and find out what it takes to become a successful optometrist from students and doctors in practice.

The Ohio State University Department of African American and African Studies Community Extension Center is preparing for its annual Summer Residential Program for high school juniors and seniors. The theme of this year's program is "**Bookmarks: African Americans in a Cultural Revolution**." During this weeklong program, students will engage in a focused study of the remarkable achievements of African American artists during the period of Vaudeville to the present era of black popular culture. The Summer Residential Program helps high school students develop the critical thinking skills necessary for success in high school, higher education, and beyond. By focusing on aspects of the African American experience, program participants gain an understanding of how the social, economic, political, and moral implications of blackness affect the lives of all Americans.

Five undergraduate students in the Fisher College of Business were recipients of the **2007-2008 Ernst & Young Minority Scholarship awards**. Accounting major **Stephany DiYanni** was awarded the \$5,000 scholarship named in honor of **David Harrison**, director of the Office of Minority Student Services in the Fisher College of Business. Recipients of the \$2,000 scholarship were: **Xinyi Yang**, a junior majoring in finance and accounting; **Michael Song**, a sophomore majoring in finance and international business;





**Brett Nobles**, a third-year accounting student; and **Leah Kaba**, a sophomore in finance. The scholarships were funded through a \$75,000 five-year gift to the college from the global accounting, auditing, and financial services corporation.

### Academic Programming, Scholarly Activity, and Research

**Joseph L. White**, a pioneer in psychology and mental health for African Americans, discussed “Implications of Diversity in Higher Education” at the College of Education and Human Ecology 12th Annual Diversity Forum and Graduate Student Symposium. White, professor emeritus of psychology and psychiatry at the University of California, Irvine, fought to change university enrollment policies that prevented blacks from entering professions. In the 1970s he helped change the field of psychology, which previously labeled blacks as deviant and inferior. His 1970 article in *Ebony*, “Toward a Black Psychology,” is recognized as beginning the modern era of African American and ethnic psychology. His lecture was sponsored

by the College of Education and Human Ecology Office of Equity and Diversity, and the Schools of Educational Policy and Leadership; Physical Activity and Educational Services; and Teaching and Learning.

Ohio State’s Kirwan Institute for the Study of Race and Ethnicity hosted “**African American Males: Beyond the School to Prison Pipeline and Moving towards Opportunity**” at the Moritz College of Law. The conference focused on the different and sometimes subtle ways in which the educational system and prison system interact to create disparate situations for African American males, the factors and policies that contribute to the success of black males, and solutions and recommendations for alleviating the disparities males face.

The Ohio State University Department of African American and African Studies Community Extension Center presented “**Modern Racism against African Americans**” at the Community Extension Center, located at 905 Mt. Vernon Avenue. **Rudolph Alexander Jr.**, a professor in Ohio State’s College of Social Work, discussed current

myths regarding crime, welfare, quotas, affirmative action, and employment discrimination. Additional topics included the racism involved in the Jessica Lynch story and the movie “Boys Don’t Cry.” Dr. Alexander, who has published five books and over 50 articles in journals, is currently working on his sixth book.

The Fourth Annual **History of Black Columbus Conference**, “The Black Church: Is it Still a Relevant Agent for Change in the 21st Century?” took place in May at the Department of African American and African Studies Community Extension Center. Community residents and leaders from local churches joined academic scholars and historians to discuss the past, present, and future impact of the black church on Columbus’ African American community. It featured photo exhibits, panel discussions, and guest presentations. Keynote speakers included **Dr. R. Drew Smith**, director of the Faith Communities and Urban Families Project and scholar in residence at the Leadership Center at Morehouse College, and Senator **Ray Miller**, Ohio 15th District, Columbus. Panelists included Pastor **Sue**

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The Office of Minority Affairs held its annual reception to honor minority faculty who have published books during the academic year. This year’s honorees include [left to right]: Cynthia Dillard, Nick Nelson, Frank Hale, Christine Balangee-Morris, Jim Upton, Judson Jeffries, and Ruth Peterson.



**Alexander**, Reverend **Deborah Dennis**, Minister **Hearcel Craig**, Reverend **Victor Davis**, Bishop **Gilbert Price**, Reverend Dr. **Keith Troy**, Dr. **Jessica A. Johnson**, and Dr. **William E. Nelson Jr.**

An archive for the **African American Playwrights Exchange (AAPEX)** has been established at Ohio State's Lawrence and Lee Theatre Research Institute (TRI). AAPEX was founded in January and now represents African American playwrights throughout the country. **Alan Woods**, associate professor of theatre and director of the institute, offered TRI's services to AAPEX as a place where its members can safely deposit scripts, programs, photographs, correspondence, and other materials of productions, ensuring the materials will survive and be protected. About a dozen playwrights have sent in manuscripts for inclusion in the TRI archive, and many more have inquired about it. It is hoped the archive will help show future generations what was happening in live theatre in the early part of the 21st century, as well as become a resource for theatre students to explore.

**Melvin Oliver**, dean of the division of social sciences and professor of sociology at the University of California, Santa Barbara, discussed the increase in wealth inequality at the Moritz College of Law. Oliver, who is coauthor of *Black Wealth/White Wealth, a New Perspective on Racial Inequality*, wrote that African Americans continue to have significantly less wealth than whites, despite a narrowing income gap. The event was hosted by the Kirwan Institute for the Study of Race and Ethnicity.

#### Leadership/Recognition

The university hosted a campus event **saluting women in the STEM fields** (science, technology, engineering, and mathematics), and nearly 100 women students and faculty were in attendance, while six pioneers were recognized for their contributions to the STEM fields. Honored were six women with Ohio State affiliations: **Marie-Alda Gilles-Gonzalez** (Ph.D., biochemistry), former biochemistry faculty member; **Joan R. Leitzel** (Ph.D., mathematics), former mathematics faculty member and associate provost; **Diane E. Albert** (Ph.D., materials science and

engineering), engineering alumna; **Annie Marie Watkins Garraway** (Ph.D., mathematics), former faculty spouse, Bell Labs/Lucent Technologies; **Karen A. Holbrook** (Ph.D., biological structure), Ohio State president; and **Kathryn D. Sullivan** (Ph.D., geology), director of the Battelle Center for Mathematics and Science Education Policy at the John Glenn School of Public Affairs.

**Melvin Shipp**, dean of the College of Optometry, was named to the 30-member board of directors for Prevent Blindness America. The nation's premier volunteer eye health and safety organization, PBA is dedicated to fighting blindness and saving sight. The organization offers vision screenings, mass media communications, government advocacy, groundbreaking vision research, professional certification training, and community programs.

**Susan L. Josephs**, associate dean for educational and professional diversity, was honored at the sixth annual Fisher College of Business Diversity Awards Program. Josephs served as the keynote speaker for the event and was surprised with a new annual award unveiled in her honor. The **Susan L. Josephs Award of Courage** was established to honor Fisher College of Business students who emulate her strengths. The inaugural winner of the award was **Marguerith Chavez**, a senior majoring in human resources. During her address, Josephs made a plea with audience members to fight against all injustices, rather than focusing solely on their own personal plight. She also said their quest to make a difference



From left: Leitzel, Holbrook, Sullivan, Garraway, Gilles-Gonzalez, Albert

(continued on back panel)

requires a deep passion to help overcome difficulty. The annual award program also recognized individuals and corporations who have furthered the college's diversity efforts.

**Gwen Cartledge**, professor of special education, College of Education and Human Ecology, was named the Amy Allen Educator of the Year by the Council for Exceptional Children-Ohio. Cartledge, who received Ohio State's Alumni Award for Distinguished Teaching in 2003, focuses on the role ethnicity and culture play in children's development of social skills, as well as instruction. The Allen Educator of the Year is given to a professional who has contributed to the welfare of people with exceptionalities through legislation, program development, curriculum, and education of the public.



Jose Cruz

The College of Engineering recently established the **Faculty Diversity Excellence Award**. The award recognizes an individual or team

of College of Engineering faculty in engineering or architecture who demonstrates excellence and success in the development and implementation of models, strategies, practices, and programs that foster and enhance diversity in the college. This year's winner was Professor **Jose Cruz**, who was nominated for his dedication to assist underrepresented minority students in electrical and computer engineering, his encouragement for them to excel, as well as for his commitment to promote diversity in engineering at the university and national levels.



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

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## Awareness

Leading artists and writers gathered recently at the Wexner Center to discuss the issues of cultural conflict, identity politics, and expressive freedom as part of **"Race Matters—the Second Annual Director's Dialogue on Art and Social Change."** These issues are at the forefront of the current sociopolitical climate and in the work of Glenn Ligon whose exhibition, "Some Changes," is currently on view at the Wexner Center.

The College of Public Health's Diversity Enhancement Committee hosted its first annual **Health Disparities/Diversity Day**. The event included a seminar with Amitabh Chandra, Ph.D., from the John F. Kennedy School of Government at Harvard University, whose lecture was titled *The Economics of Treatment Disparities in Health Care*. Her visit was sponsored by SPH's Center for HOPES (Health Outcomes, Policy, and Evaluation Studies).

The **"Multiple Perspectives on Access, Inclusion, and Disability"** conference was

held in April on the Columbus campus. It featured more than 30 sessions on technology, employment, education, law, health, advocacy, and design. Technology topics included accessibility of e-text, web design, public funding in South Korea, Universal Design, empowering youth, faculty cultures, and environmental design and ergonomics.

The **Cleveland Contemporary Dance Theatre** performed in Mershon Auditorium on the Columbus campus. The CCDT is dedicated to enhancing the quality of life of minorities and all people by celebrating, teaching, and promoting diversity through performance outreach activities and school- and dance-related experiences.

Hispanic Student Affairs hosted an informal lunch with filmmaker Martina Guzman, author of ***Milagros: Made in Mexico***. *Milagros* looks through the eyes of women left behind in their rural villages when their loved ones are driven to migrate to *El Norte* out of economic necessity.

