



**OHIO**  
UNIVERSITY

**DIVISION OF DIVERSITY AND INCLUSION**

# VISIBLE

2020 Annual Report



**The harder we look,  
the more becomes  
visible. The more we  
make visible,  
the more we see.**

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It is my pleasure to present the Division of Diversity and Inclusion's FY19-20 annual report, which highlights our Division-wide efforts as well as the four Centers/Offices that fall under its purview: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center; the Multicultural Center; the Office for Multicultural Student Access and Retention (OMSAR), and the Women's Center. This report also highlights the collective work that is being done throughout OHIO's academic and administrative units.

In recent months, we have faced many difficult realities related to the ongoing COVID-19 pandemic and systemic racial injustice, and we have engaged in urgent and action-focused dialogue. Here at Ohio University, we believe that education is the key driver of progress, inclusion, and equity -- and as a University community, we affirm: **Black Lives Matter**. Even during times of great challenge, our campus community remains united in our commitment to a diverse, vibrant, and inclusive campus.

As reflected in OHIO's "Fearlessly First" Strategic Framework, diversity and inclusion remains our University's core value. And thanks to our shared vision and work, our Division has seen tremendous growth. We have continuously re-envisioned timely initiatives to promote inclusive learning and community-building on each of OHIO's campuses. For example, our campus-wide "Keep Including" and Inclusive Pedagogy Academy collaborations aim to offer effective support to students and faculty at a time when most learning is taking place virtually.

In the coming months, our Division will finalize and invite input on our Strategic Diversity and Inclusion Plan with the goal to create a sustainable long-term path for diversity and inclusion at OHIO. It is my goal to partner with every academic unit, University-wide, to propel diversity and inclusion to even greater heights and realize the vision of becoming a national leader in inclusive excellence.

The challenges we face are considerable, but I know that OHIO is well-equipped to meet them with compassion, conviction, and determination. For this reason, I am excited for another great year in FY21. As you review this year's report, I invite you to consider ways in which we can collaborate to elevate our University's Diversity and Inclusion vision.

**A MESSAGE  
FROM OHIO  
UNIVERSITY'S  
VICE PRESIDENT  
FOR DIVERSITY &  
INCLUSION**



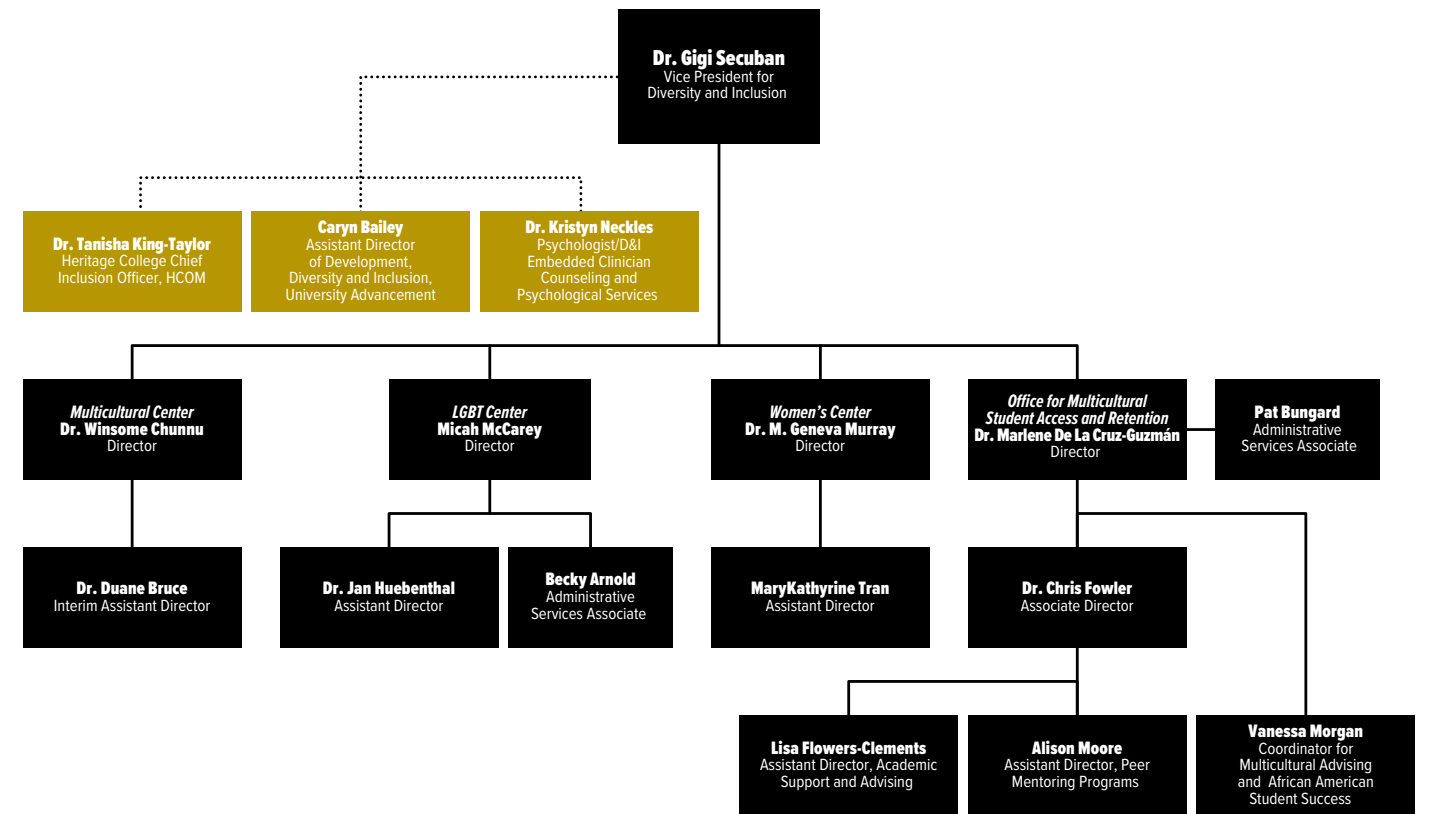
**In Bobcat Pride,**

**Dr. Gigi Secuban**

Vice President for Diversity & Inclusion



**OHIO UNIVERSITY | DIVISION OF DIVERSITY AND INCLUSION**



Ohio University recognizes the value of human diversity and is an institution committed to upholding practices of equal access and equal opportunity for all, including but not limited to veterans, persons living with disabilities, and all protected classes. For more information about Ohio University's policies prohibiting discrimination, including grievance procedures, visit [www.ohio.edu/equity-civil-rights](http://www.ohio.edu/equity-civil-rights). ©2020 Ohio University. All rights reserved.





[www.ohio.edu/diversity](http://www.ohio.edu/diversity)

# DIVERSITY & INCLUSION

## Office of the Vice President for Diversity and Inclusion

### D&I MISSION

Ohio University is committed to diversity through inclusive practices, policies, curricula, and programs that lead to a welcoming, respectful, supportive, and affirming environment; especially for those who have been marginalized within higher education settings.

### VISION

Ohio University will be recognized as a national leader in our diversity and inclusion efforts defined by our innovative approaches to designing an inclusive curriculum and educational programming, enacting comprehensive recruitment and strategic communication strategies, supporting students, crafting campus-wide mentoring initiatives, and focusing on continuous assessment.

To exemplify our University's core values of diversity and inclusion and make good on OHIO's strategic framework theme of access and inclusion, Ohio University will act affirmatively to assure equal opportunity in employment and in delivery of programs and offerings, consistent with both federal and state civil rights laws and affirmative action guidelines. Every campus, college, and

administrative unit will continuously examine itself and identify strategies to foster inclusive and equitable institutional cultures. Faculty and staff will exemplify principles of inclusion and respect for all people in fulfilling their responsibilities. All people (persons associated with Ohio University) will be accountable for their actions.

### ABOUT D&I

Furthering our inclusive campus efforts, the four centers within our Division — **The LGBT Center, Multicultural Center, OMSAR, and the Women's Center** — continuously envision and work to institutionalize multi-faceted strategies that welcome and uplift all members of the campus community. We focus specifically on groups and individuals who have historically been excluded, underrepresented or marginalized

within higher education settings. Our university-wide efforts promote inclusive institutional policies, practices, and cultures through intersectional programs and initiatives, as well as strategic communications and advocacy. Our Division serves and celebrates all people by helping them explore productive ways to navigate intersections of diverse identities, experiences, and perspectives.

### Strategies within Diversity and Inclusion Moving Forward

Summary: Based on the strategic goals developed with feedback from the campus community in 2019 following the inaugural Diversity Leadership Institute, the following are action steps that we propose as the first in a series of steps to move our campus forward in combating systemic and structural racism and fostering a culture of inclusion and equity. Guided by our Division's core values of collaboration, community, compassion, and communication, these steps inform and guide the current work of the Division of Diversity and Inclusion. Diversity and inclusion efforts are, at their core, iterative process. The final Diversity and Inclusion Strategic Plan will be finalized, with continued input from the campus community, in the Fall of 2020.

### Preliminary strategic goals:

- **Recruit and retain a diverse campus community**
- **Create a sense of belonging for all members of the campus community**
- **Build a sustained commitment to data collection, analysis, dissemination, and continuous improvement**
- **Reimagine teaching and learning with inclusivity as a core design principle**

Implementation: Through our strategic values and goals, we are building a culture of accountability that will help support the continued progress of the diversity, inclusion, and equity work at OHIO. Regularly scheduled updates with OHIO's Board of Trustees and other University leadership will help to ensure that our institutional direction aligns with our core values, and that diversity and inclusion continues to be prioritized and supported in the University planning processes.

As a signature event to promote our Division's work and values, the 2020 Virtual Diversity Leadership Institute was held on April 16, 2020, with the keynote topic of how microaggressions can

impact the daily lives of marginalized people on our campuses. The keynote speaker was Dr. Derald Wing Sue, a professor of psychology at Columbia University's Teachers College, who is a renowned and widely cited expert on microaggressions. Three extended learning sessions also offered training opportunities on cultural competency; power, privilege and oppression; and nurturing diverse faculty and staff. Following the campus-wide program, Dr. Sue concluded the DLI by hosting a special microaggression session for University leadership.

In collaboration with Institutional Research, the Division of Diversity and Inclusion has been developing diversity dashboards that will include student, faculty and staff data to make information more readily available to the campus community. Once they are finalized, these dashboards will be available on the D&I website to visualize and illustrate progress towards D&I strategic initiatives.

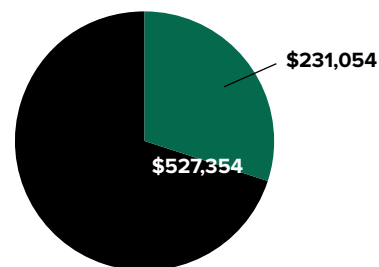
After work throughout 2019-2020, D&I will launch its Cultural Training Matrix to enhance, improve, and make more accessible training, learning, and skill-building opportunities for the campus. Featuring introductory, intermediate, and advanced training, the Cultural Training Matrix is a scaffolded learning approach that will help the OHIO community—students, staff, and faculty—navigate and participate in workshop and training options that are offered regularly. Offerings will include Allyship/Implicit Bias Training, Cultural Competency, Fostering LGBTQ+ Inclusion, Veteran Landing Zone, and Search Committee training.

### STAFF INFORMATION

Administrative: 1  
Classified: 1  
Graduate Assistants: 0  
Student Employees: 2

### FY20 ANNUAL BUDGET

Salaries, Wages & Benefits: \$527,354  
Operating Expenses: \$231,054  
Total: \$758,408  
6.48% Increase from FY19





## EVENT HIGHLIGHTS

### Dr. Martin Luther King, Jr. Celebration

Every year, MLK Week honors the life and legacy of Rev. Dr. Martin Luther King, Jr. through events that highlight equality and social justice issues. Organized by the MLK Jr. Celebration Planning Committee and sponsored by the Division of Diversity and Inclusion, 2020's MLK Week included a Silent March, a Celebratory Brunch, a "Faith Acts" service at Galbreath Chapel, a Career and Leadership Development Center Black Excellence Panel, a Charity Basketball Game, the MLK Jr. Celebration Arts Cypher, a Day of Service, the Multicultural Fitness Expo, and an Athens County School Supply Drive.

## PROGRAM HIGHLIGHTS

### Diverse Junior Faculty Mentoring Program (DJFMP)

The Diverse Junior Faculty Mentoring Program is jointly sponsored by the Division of Diversity and Inclusion and the Office of the Executive Vice President and Provost. The program pairs full-time junior faculty members (including tenure-track, instructional, and clinical faculty) with senior faculty members who have volunteered to collaboratively offer professional guidance to their mentee on individual developmental goals. The 2019-2020 cohort consisted of 28 faculty members.



## Keep Including

As part of the University Continuity plan and in partnership with Faculty Senate Chair, Dr. Robin Muhammed, the Division created goals, video and resources to assist faculty in creating inclusive content during the COVID-19 pandemic and beyond. This initiative was launched in early May 2020 as faculty prepare for summer instruction. The initiative, in lockstep with the "Keep Learning" and "Keep Teaching" platforms, aims to equip OHIO instructors with the tools to translate Ohio University's strategic framework theme of access and inclusion into their remote teaching practice.

## Inclusive Pedagogy Academy

The Women's Center collaborated with the Office of Instructional Innovation and two faculty co-leads to create, advertise, and implement the Inclusive Pedagogy Academy. The first-year cohort of twelve includes faculty from Social Work, Theater, Communications, and College of Business. They began meeting biweekly in the Spring semester. As a campus-wide resource, this collaboration fostered the development of sample syllabi language on practices of diversity and inclusion within the classroom.

## AWARDS & SCHOLARSHIPS

### Francine Childs Diversity Leadership Award

In honor of Dr. Francine C. Childs, the first tenured African American professor at OHIO and longtime stalwart for social justice and equality, this award represents the most prestigious diversity honor bestowed upon an OHIO student. Earl Hopkins was awarded the 2019 Francine Childs Diversity Leadership Award.

## NEW CAMPUS PARTNERSHIPS

We have actively participated in recruitment initiatives with Enrollment Management, such as the Multicultural Visit Program and Cultural Connections. Both programs are overnight, expenses-paid visit programs designed to support prospective high school students from disproportionately underrepresented populations, who are considering Ohio University. Both, participants and parents, have the opportunity to speak with OHIO faculty, staff, and current students about academic offerings, scholarship opportunities, and campus life. In conjunction with OHIO Up Close, Cultural Connections provides additional opportunities for incoming student to interact directly with current students, have dinner with President M. Duane Nellis and other University leadership, and meet individually with admission staff. Since the advent of the COVID-19 pandemic, all recruitment programs have moved online.

## LGBT CENTER MISSION

Our LGBT Center cultivates safe and civil university and community environments that affirm diverse forms of sexuality, gender identity and expression, and queerness. Contributing to OHIO's pathway to national leadership in inclusive excellence, we strive to be an exceptionally caring, educational, and inclusive LGBT Center.

Our programming, resources, educational opportunities, and community outreach efforts focus on the unique academic, cultural, and social needs of LGBTQ+ students as well as OHIO staff, faculty, alumni, and members of the wider community. In collaboration with academic, co-curricular, and community-based partners, we support LGBTQ+ learning, engagement, access, and retention.

Through trainings, presentations, strategic communications, instructional work in several departments, social gatherings, and other initiatives, we highlight networks of support for LGBTQ+ individuals, on and off campus. We serve and celebrate people of all genders, orientations, and expressions of identity by helping them find productive ways to navigate intersections of diverse identities, experiences, and perspectives.

[www.ohio.edu/diversity/lgbt](http://www.ohio.edu/diversity/lgbt)

# LGBT

## The Lesbian, Gay, Bisexual, Transgender Center

## ABOUT THE LGBT CENTER

As one of the oldest Centers of its kind in the state, our Lesbian, Gay, Bisexual, Transgender (LGBT) Center has built a strong foundation for our lesbian, gay, bisexual, transgender, and queer communities at OHIO. Over the years, the Center has worked collaboratively with the University community on policies and initiatives including Gender-Inclusive Housing and Trans Health Benefits for both students and employees. Additionally, Ohio University is one of a handful of universities that offer both a preferred name and pronoun policy. With the 2019 establishment of the Center's first departmental leadership team comprised of three full-time professional staff members, our LGBT Center implemented a variety of strengths-based leadership initiatives through a novel strategic framework summarized in the acronym CARE. Our CARE framework reflects our Center's commitment to Community Engagement, Appreciative Inquiry, Radical Inclusion, and Educational

Initiatives. Staff members have also held instructional duties in Women's, Gender, and Sexuality Studies (WGSS), the Cutler Scholars program, and University College.

In their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives, including inclusive allyship, queer media representations, activism, and LGBTQ+ religious life. The LGBT Center continuously explores and works to institutionalize strategies that support and affirm LGBTQ+ students and community members. For this reason, we support queer scholarship and teaching in the classroom by sharing resources with faculty, guest lecturing, and facilitating SpeakOUT panels (story-telling presentations with time for questions and answers). With intersectional and queer approaches at the core of all its programming, education, and advocacy, OHIO's LGBT Center offers comprehensive support to students, faculty, staff, and the wider Southeast Ohio community.

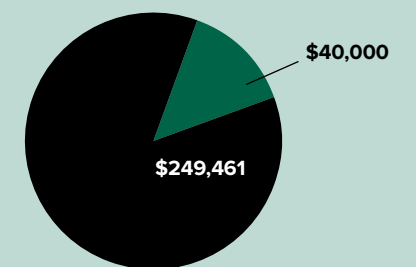


## STAFF INFORMATION

Administrative: 2  
Classified: 1  
Graduate Assistants: 0  
Student Employees: 11

## FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$249,461  
Operating Expenses: \$40,000  
Total: \$289,461  
7.76% Increase from FY19





## PROGRAM HIGHLIGHTS

### SafeZone

The SafeZone training program is the signature educational curriculum of the LGBT Center. It is a by-request presentation series that is open to all faculty, staff, students, and community members. By exploring diverse real-life scenarios and learning about terminology, SafeZone focuses on using inclusive language, examines strategies for dialogue, and opens pathways of communication about the experiences of LGBTQ+ people. During the 2019-2020 academic year, our LGBT Center delivered a record-breaking 60 SafeZone trainings on our Athens and regional campuses, including as part of the UHR Professional Development Pathways, as well as for several Ohio-based healthcare systems and community groups.

### Progress Pledge Campaign

An innovative social media and outreach initiative, the Progress Pledge campaign provides opportunities for OHIO community members to show their support for our LGBTQ+ community by completing a Pledge and being featured on our social media. Participants also join the LGBT Center's new database of active allies and are kept up-to-date about LGBT Center initiatives and events.

### Well-Being Wednesdays Student Support Group Meetings

Our LGBT Center partnered with D&I's embedded clinical psychologist to host a weekly LGBTQ+ support group for students and numerous other programs promoting mental and physical well-being.

### World AIDS Day: A Community Roundtable

In recognition of the ongoing HIV/AIDS crisis, our LGBT Center partnered with Equitas Health and the Department of Social and Public Health to discuss the contours of today's American HIV/

AIDS crisis, learn about prevention, stigma, and perseverance, and imagine possibilities for new tomorrows. This event began with a screening of the 20-minute documentary "The Silent HIV Crisis Sweeping the American South" to frame the conversation.

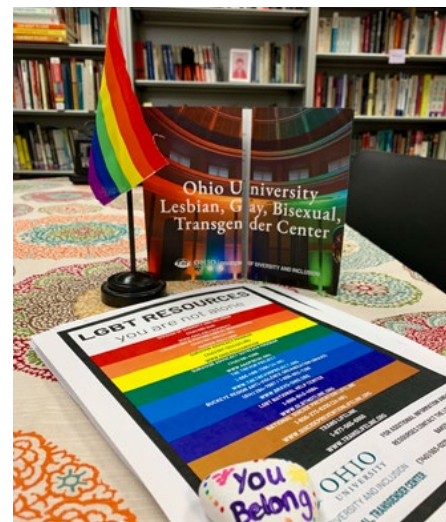
## EVENT HIGHLIGHTS

### First Prize Homecoming Float Winners

Creatively embracing the University's Homecoming 2019 theme, "1804 and so much more," our LGBT Center made history with its first-place prize winning parade float themed, "We've always been here, the future is queer."

### Trans\* Day of Remembrance

Our LGBT Center hosted a 20th Anniversary International Trans\* Day of Remembrance program Wednesday evening, November 20, 2019. Members of the LGBT Center's Trans\* Group and broader university community enhanced the visibility of the program by hanging student-created, giant, gender diversity flags throughout Baker University Center's airspace as a show of pride transgender, nonbinary, genderqueer, genderfluid, agender and intersex lives. Guest speakers presented on topics of history, contemporary challenges, and a call to action in support of trans\* people, culminating in the reading of the names and viewing of photos of trans\* lives lost up to that point in November 2019.



### Pride Graduation

This special end-of-the-year ceremony honors graduating students from all academic levels in the LGBTQ community. For our Spring Semester 2020 Pride Graduation, remote-learning conditions prompted our Center to share social media profiles in recognition of graduating LGBTQ+ students in lieu of the annual in-person Pride Graduation. Emmy-Award winning producer and creator of *Queer Eye* David Collins, scheduled as the keynote speaker, recorded a special congratulatory video message for the graduates.

## AWARDS & SUPPORT FUNDS

### Tom and Jan Hodson Emergency Student Support Fund

Established in 2013, this fund supports students experiencing acute financial hardship, such as challenges with rent and purchasing textbooks. This one-time support fund assisted three students this past academic year, with support totaling \$1,500.

### Stonewall Leadership Award

Named in honor of the 1969 riots in New York City, the Stonewall Leadership Awards recognize student leaders and student organizations who continue Stonewall's legacy of demanding equality, dignity, and safety for all people. Through his work and advocacy with the LGBT Commission on Graduate Student Senate, graduate student Remington Burwell was the 2020 award recipient.



[www.ohio.edu/diversity/multicultural-center](http://www.ohio.edu/diversity/multicultural-center)

# MULTICULTURAL CENTER

## The Multicultural Center

### MULTICULTURAL CENTER MISSION

The Multicultural Center works to develop and deliver programming that increases human understanding and that fosters appreciation of differences through the study and expression of culture. The Center focuses on the contributions and histories of African American, Hispanic/Latino American, Asian American and Native American cultures.

### ABOUT MULTICULTURAL CENTER

The Multicultural Center promotes multicultural awareness within the University and Athens communities through programs and activities that celebrate the contributions and histories of African American, Hispanic/Latino, Native American and Asian American cultures. Staff formally advise the Black Student Cultural Programming Board (BSCP) and informally advise other student organizations, such as the Native Peoples Awareness Coalition (NPAC).

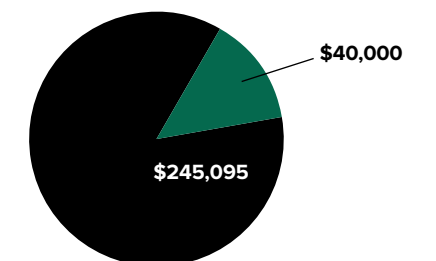
The Center serves as learning and meeting space for OHIO students, faculty, staff and community members, which features its own computer lab and library. The Center is also home to the Multicultural Center Art Gallery that focuses on the artistic talent within the Appalachian region. The Multicultural Center was instrumental in the conceptualization and implementation of the multi-state "Women of Appalachia: Their stories and their art" exhibit which the center has hosted since 2009.

### STAFF INFORMATION

Administrative: 2  
Graduate Assistants: 1  
Student Employees: 7

### FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$245,095  
Operating Expenses: \$40,000  
Total: \$285,095  
3.99% Increase from FY19





## EVENT HIGHLIGHTS

### Kushinda/Ritos de Pasaje Graduation Celebration

This signature annual event unites African American and Hispanic/Latino/Latinx undergraduate and graduate students in a celebration of degree completion. The event includes music, dance, personal reflections, and spoken word presentations by graduates. Due to Covid-19, this in person celebration was replaced with a video of the graduates.

### The Blackburn Spencer Scholarship Pageant

With combined efforts from the Black Student Cultural Programming Board, the pageant has become the largest fundraising initiative for the Blackburn Spencer Scholarship and Achievement Awards. During the October 2019 pageant, 16 contestants raised over \$7000, which provided over \$10,000 in scholarships.

### Heritage/History Months

National Heritage/History Months are celebrated widely across the United States to help better explain the stories and histories of each ethnic culture. These cultural celebrations provide the opportunity to recognize the complexities and richness of each cultural identity. The Center celebrated the following Heritage/History months during the 2019 – 2020 academic year:

- **September/October – Hispanic-Latino Heritage Month**
- **November – Native American Heritage Month**
- **February – Black History Month**
- **March – Women’s History Month**



### Multicultural Student Expo

The Multicultural Student Expo is a student organization fair for first year African American, Asian/Pacific Islander, Hispanic/Latino/Latinx and Native American students. Around 45 student organizations hosted tables at the August 2019 event. During the program, first-year students enjoyed music, food, prizes and a black Greek fraternity and sorority stroll. The event attracted more than 800 multicultural students, faculty and staff to the Baker University Center Ballroom.

### Pre-Kwanzaa Celebration

Kwanzaa, an African American holiday based on the first fruit celebrations of Africa, introduces and reinforces the seven basic values of African culture. OHIO hosts pre-Kwanzaa events prior to winter closure as the official holiday is December 26 to January 1. The Center hosted various activities and performances during the 2019 celebration, including the K is for Kwanzaa event, which hosted 66 first graders from Athens City’s East Elementary to learn about the core values of Kwanzaa in a fun and memorable way.

### MLK Brunch

The University’s 21st annual celebration, which has adopted the holiday’s national theme, “From the Ground Up: Inequity, Bias, Privilege, Structure, Death” took place in January 2020. The week’s events are either coordinated or supported by the Ohio University Division of Diversity and Inclusion’s MLK Jr. Celebration Planning Committee. The Silent March and Brunch is coordinated by the Multicultural Center and the members of Alpha Phi Alpha Fraternity, Inc.

### Sibs Weekend

In February 2020, BSCPB and the Multicultural Center hosted their annual Sibs Weekend Hip-Hop concert featuring chart-topping hip-hop artist G Herbo at the Templeton Blackburn Alumni Memorial Auditorium. There were over 1000 attendees at this year’s event.

### 2019 Black Alumni Reunion Art Exhibit

During the Fall 2019 semester, the MCC gallery featured an art exhibition by black people featuring work by OHIO alumni Tsasia Mercado 14’, Kent Harris



’15, and Elijah Justice ’16. The exhibit featured thrifted clothing from various stages of life to represent how one may encounter racism, artwork that explored the concept of intergenerational trauma, transmission and the female form, and photography that highlighted the natural beauty of everyday black women.

### Honoring Andrew Jackson Davison

With assistance by OHIO’s Division of Diversity and Inclusion and the Multicultural Center, an 8th grade Athens Middle School teacher and ten students, interested in social justice, organized the Andrew Jackson Davison club and set out to honor the only practicing African American attorney in the history of Athens County. Writing letters to county commissioners, judges, and the local bar association about Davison’s (1847-1922) life, students researched and advocated for the importance of hanging his portrait in the courthouse and successfully organized a community unveiling of his portrait on February 19, 2020.



## AWARDS & SCHOLARSHIPS

### 44th Blackburn Spencer Scholarship and Achievement Awards

The Black Student Cultural Programming Board, established the Blackburn Spencer Scholarship and Achievement Awards in 1979, in honor of Martha Jane Hunley Blackburn, the first African American woman to graduate from Ohio University, and Donald A. Spencer, the first African American man to serve as chair of the Ohio University Board of Trustees. During the 37th Annual Leadership Awards Gala, held virtually in April 2020, the Multicultural Center awarded three \$2,000 scholarships and four \$500 achievement awards.

### Latino Heritage Achievement Awards

The Latino Heritage Achievement Awards were established to recognize outstanding students of Latino descent. During the 37th Annual Leadership Awards Gala held virtually in April 2020, the Multicultural Center awarded three \$500 achievement awards.

### 2019 – 2020 Trainings Offered by the Multicultural Center

- **Cultural Competency**
- **Microaggression**
- **Implicit Bias**
- **Diversity Trainings/Workshops**





[www.ohio.edu/diversity/omsar](http://www.ohio.edu/diversity/omsar)

# OMSAR

## The Office for Multicultural Student Access and Retention

### ABOUT OMSAR

The Office for Multicultural Student Access and Retention (OMSAR) advances the mission of OHIO and the Division of Diversity and Inclusion by attracting and retaining talented students of diverse backgrounds and maximizing their leadership potential. With an 85 percent retention rate from year 1 to year 2 and an average GPA of 3.0, OMSAR scholars are equipped with the resources and support to successfully navigate and thrive in higher education. OMSAR actively collaborates with OHIO

colleges and regional campuses to promote key educational and enrichment opportunities such as peer mentorship, leadership development, study abroad, engagement in academic research and presentations, enrichment courses, and service learning. OMSAR effectively provides a support community from the day students arrive on campus through graduation. These comprehensive services support the personal and psychosocial wellness of OMSAR scholars during their journey toward academic and professional excellence.

### OMSAR MISSION

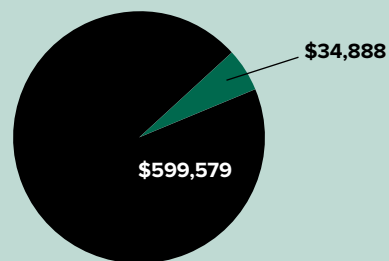
The Office for Multicultural Student Access and Retention (OMSAR) is committed to attracting and retaining highly talented and capable students of diverse backgrounds and to maximize their leadership potential through educational, enrichment and service opportunities. OMSAR programmatic activities instill in students the importance of scholarly pursuits and the value of education. They serve as a resource to the Ohio University community on issues of access, retention and student success as well as promote the educational benefits of diversity and the appreciation for difference.

### STAFF INFORMATION

Administrative: 5  
Classified: 1  
Graduate Assistants: 6  
Student Employees: 7

### FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$599,579  
Operating Expenses: \$34,888  
Total: \$634,467  
4.21% Increase from FY19



### PROGRAM HIGHLIGHTS

#### LINKS

This year-long transition, enrichment and support program is committed to attracting and retaining high achieving students from diverse backgrounds and maximizing their academic, leadership and service potential. The LINKS program helps nearly 400 first year students navigate the college experience by focusing on issues of access, retention and student success, while promoting the educational benefits of diversity and inclusion. LINKS has been expanded to two regional higher education campuses, OU-Southern and OU-Zanesville, to support the recruitment and retention of first year students.

#### Scholar Enrichment Courses

OMSAR offers courses in the following areas: academic achievement, leadership development, experiential learning, service learning, post-baccalaureate preparation, peer mentor leadership, global citizenship and competencies, and study abroad.

#### Experiential and Service Learning Study Abroad Programs

These programs provide culturally-centered course content and offer up to 30 students in each program the opportunity to travel abroad with minimal costs.

Opportunities have included:

- Service Learning in Jamaica
- Experiential Learning in Colonial Mexico



#### Year 2-4 Retention Services

These services are provided to nearly 1100 OMSAR scholars in their second to fourth year at OHIO. The program offers one-on-one academic support advising, free tutoring, academic monitoring and scholarship compliance, enrichment workshops, community service opportunities, additional advising for students on appeal, career and leadership development coaching, and counseling and psychological assessments on-site.

#### Being Black in College

OMSAR's Being Black in College program series provides academic enrichment and support programs for African Americans and other students of color. These include academic skills, financial literacy, physical and mental health workshops, and professional development opportunities such as the Black Men Leadership Institute and the Black Professional Success Conference. This year, 383 students participated and 29 partners across campus sponsored the programming. Over a dozen student organizations were also key partners.

### AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

#### Appalachian Scholarship Program

This year, the Appalachian Scholars Program provides 1-2 academically qualified students from the Appalachian region with the financial resources and the support system they need to succeed academically.

#### Ohio Promise Award

The merit-based OHIO Promise Scholarship Program provides valuable educational opportunities designed to enrich intellectual experiences to approximately 1600 students.

#### Rankin Scholarship Program

This selective merit-based four year scholarship program is awarded to 1-2 academically talented Native American students who can contribute to the intellectual, cultural and social diversity of the University.

#### Templeton Scholarship Program

The Templeton Scholars Program provides valuable educational opportunities designed to enrich the intellectual experiences of 40 talented students (10 per cohort year) from disproportionately underrepresented populations.

#### Urban Scholarship Program

The Urban Scholars Program provides 1-2 academically qualified students from urban settings with the financial resources and the support system they need to succeed academically.

#### OMSAR Scholars

These are students without an OMSAR affiliated scholarship who request to receive OMSAR services. Many are dependents of faculty and staff, Ohio Reach scholars, or referrals by campus partners. The number of scholars varies by year. This year, OMSAR services were offered to all first year underrepresented students.







[www.ohio.edu/diversity/womens-center](http://www.ohio.edu/diversity/womens-center)

# WOMEN'S CENTER

## The Women's Center

### WOMEN'S CENTER MISSION

The Women's Center acts as a catalyst to promote awareness, education and advocacy about women, gender and diversity among faculty, staff and students at Ohio University and in its surrounding communities. The Center provides students, faculty and staff with information, services and programs that address matters of particular concern to women while exploring the connections among gender, race, economic status, sexual orientation, culture, religion, political views and other significant elements in relation to women's individuality and collective identity.

### ABOUT WOMEN'S CENTER

The Women's Center promotes inclusion, honors difference, and works with faculty, staff, students, and the larger Athens community to promote academic achievement, active global citizenship, and substantive leadership positions for women in all professional fields. The Center works to build confidence within women's personal lives, using an intersectional, though gendered, lens. We encourage everyone to participate in our programs!

The Center does this through the following:

- **Trainings on women's leadership and equality within the workplace**
- **Mentorship**
- **Programming on diverse women's experiences around the world**
- **Resources that improve the lives of women on campus, including lactation rooms**
- **Collaborations on sexual assault prevention**

### EVENT HIGHLIGHTS

#### Women in Graduate School Day Conference

The fourth annual Women in Graduate School Day Conference was held on February 14th and 15th. The conference was organized by the Women's Center, Graduate College, Graduate Student Senate, the AAUW-student affiliate, the Office of Instructional Innovation and co-sponsored by the Alumni Association and the LGBT Center.

#### Love Yourself Week

This week-long series of programming supports body positivity and self-confidence. Keynote speaker, Melissa Irene-Jackson spoke to the Heritage College of Osteopathic Medicine on bias and treatment in the LGBTQ+ community. The National Eating Disorders Association (NEDA) walk featured speakers in recovery from eating disorders and capped off the successful week, raising \$1,760 for NEDA.

#### The International Women's Art Installation

The second annual art installation received 77 submissions from artist with over 100 pieces planned

for the installation on 4/13. Those who wanted to participate in a virtual event (due to COVID-19) were featured on the Women's Center's Twitter. Art submissions, including seventeen videos as part of a co-curricular opportunity for the Feminisms and Performance Class, reflected on women's diverse experiences around the world. This collaboration was a shared vision with the Office of Global Affairs.

#### Sexual Violence Prevention

The Women's Center and our collaborators curated and hosted Through the Survivors' Lens, an exhibit that uses photovoice methodology to feature the photography of survivors of interpersonal violence. This exhibit resulted in the first survivor-centered 360-virtual online exhibit through the GRID Lab, Office of Instructional Innovation, and Ohio Today. Through the Survivors' Lens was displayed at OU Lancaster, and the What Were You Wearing Exhibit (which opened last year in Athens) was shown at both OU Southern and OU Zanesville. Our domestic violence prevention keynote, Drea Kelly, featured in Surviving R. Kelly, held additional

receptions with campus leaders and survivors. The first virtual Take Back the Night at OHIO was a massive success - trending at #3 in Columbus during the evening. In addition to these collaborative efforts, the Women's Center held programming on sexual harassment, bystander intervention against rape culture, and continued incorporating violence prevention work into other activities.

#### Film Showings

In a Women's Center first, we paired a rousing fall bike ride with a film showing, Ovarian Psycos, about women of color who reclaim the streets through group bike rides. Our spring keynote speaker, Valerie Red-Horse Mohl, directed the film *Mankiller*, and spoke to a large audience at Athena Cinema about her film and the life of Wilma Mankiller.

### PROGRAM HIGHLIGHTS

#### Women Leading OHIO

This early career faculty and staff development program builds a professional leadership network through weekly workshops with their cohort. Each participant is provided a mentor and an opportunity to job shadow others on campus. Fifteen faculty & staff completed this year's program.

#### The Women's Mentoring Program

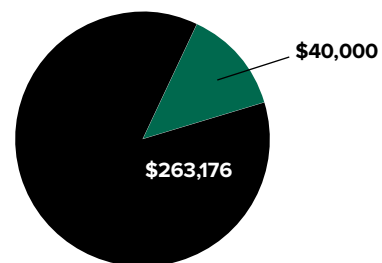
This is an opportunity for sophomore, junior and senior students at OHIO to connect with a female mentor in their personal and professional fields of interest. Professional women located in and around Athens serve as mentors. Twenty-five mentees joined the program in the fall and we celebrated a 96% success rate in the completion of our program.

### STAFF INFORMATION

Administrative: 2  
Classified: 0  
Graduate Assistants: 1  
Student Employees: 10

### FY19 ANNUAL BUDGET

Salaries, Wages & Benefits: \$263,176  
Operating Expenses: \$40,000  
Total: \$303,176  
24% Increase from FY19





### **ALAANA+ Women's Leadership Cohort**

The ALAANA+ (African American/ African/Black, Latina/Latinx, Asian American/Asian, Arab/Middle Eastern, Native American, and all multicultural folks) Women's Leadership Cohort (AWLC) is a new initiative which launched in the 2019-2020 academic year. Participants met weekly for 1.5 hours throughout the academic year and created connections across the university community.

### **Inclusive Pedagogy Academy**

This collaboration with the Office of Instructional Innovation, with two-faculty co-leads, began serving its first-year cohort of twelve, including faculty from Social Work, Theater, Communications, and College of Business. The mission of the Inclusive Pedagogy Academy is to empower faculty to maximize student learning and achievement by working with faculty to enact inclusive teaching approaches across all disciplines.

### **International Women's Coffee Hours**

The International Coffee Hour programs are conducted in collaboration with International Student & Faculty Services (ISFS) and provides opportunities for international women and their allies to meet each other, discuss current events, play games, practice English or other languages, and listen to music from all over the world. Over 100 countries are represented by OHIO students, faculty and staff. This year the coffee hours moved from monthly to virtual weekly meetings to provide support for our participants. Guest visitors from Counseling and Psychological Services, the Ombuds Office, and ISFS provided important resources for participants.



### **Young Women Leaders Program (YWLP)**

A collaboration between the Women's Center and Athens Middle School, the YWLP is an innovative mentoring program designed to empower middle school girls and college women to be leaders and to make positive choices based on their interactions as mentors and peers. Five Athens Middle School 7th and 8th graders were paired with mentors during this academic year.

### **Thirsting for Knowledge Thursdays**

This series provides casual, interactive opportunities to gather on a Thursday of each month and discuss topics with facilitators or listen to speakers. Over the course of eight events, 98 people attended programs on topics including imposter syndrome, responding to bias in interview questions, failure, writing letters of recommendation, women of color who paved the way, and media representation of women.



### **AWARDS, SCHOLARSHIPS & SUPPORT FUNDS**

#### **The Women's Issues Leadership Award**

This award recognizes a student or student organization that has shown outstanding leadership and/or community involvement on women's and gender issues, or has raised consciousness about those issues. We proudly celebrated Claire McGee, a student in the College of Health Sciences and Professions for her leadership on campus.

#### **Women's Achievement Dinner**

This achievement dinner is an opportunity to highlight the successes of female identified faculty, staff, and alumna and to lift-up those doing work in areas that may go unrecognized as "women's work" or more feminized labor. We celebrated 22 awardees through a virtual event, with awardees opting for video recordings of the award presentation and more private celebrations forthcoming.

#### **Celebrating Women: On & Off the Court**

The Women's Center, Bobcat Athletics, and the Women's, Gender, and Sexuality Studies program held our annual celebration of OHIO Women Leaders, which recognizes student leaders in academics, student organizations, community service, and athletics. We celebrated over 50 leaders in February 2020.

## Ohio University **SELECT CAMPUS-WIDE EFFORTS**

*"All that we wish to achieve as a College of Fine Arts and as a University must be informed, directed, and deepened by our firm and incessant commitment to diversity and inclusion. From recruiting a student body that reflects the diverse demographics of our region, state, and country, to building a faculty and staff that brings critically diverse perspectives, backgrounds, and ideas to our disciplines, to shifting our curriculum and projects to consider the full range of national and global artistic approaches, to building an environment that values and encourages difference, we have been called to change."*

**Mathew Shaftel**, Dean, College of Fine Arts



### Intercollegiate Athletics

- 24.6% of student-athletes identify as a member of a diverse population
- Student-athletes represent 11 different nationalities
- Staff and student-athlete attendance and participation in the Mid-American Conference Diversity and Inclusion Summit in Cleveland, Ohio
- Anti-bullying
- Exit evaluations of SAs to assess inclusion of a team and department
- SA and coach/staff training on diversity and inclusion
- Services and options for SAs to help with their mental health
- Creation of an internal program designed to support the holistic success of our minority student-athletes
- Coordinated with ISU and LAIOB to promote events at athletics events that were focused on international students
- Collaborated with the Women's Center and Athens County Parks and Recreation to promote and celebrate women leaders during National Girls and Women in Sport Day.

### Airport

- Coordinated schedules to support ATS (airport transportation services) travel for Patton College who is researching ways to enhance student experiences in working in urban settings.
- Support the Veterans Airlift Command by searching available mission requirements.
- Provide an area in the airport terminal and assistance for Women in Aviation t-shirt sales.
- Participated in the Registrar's Office Socktober Drive to support Athens County Stand Down event.
- All employees are required to take the Title IX online training course.
- Selected an international foreign exchange student as an intern to expose staff to the diverse culture.
- Updated FaceBook page weekly with aviation stories tied to support and promote Black History month.
- Provide an area in the terminal lobby weekly where senior members of the aviation community can meet. This provides a way for aviation students to interact with older aviators to gain history, knowledge and to share valuable experiences.

### Facilities Management & Safety

- In conjunction with University Human Resources, Facilities Management and Safety (FMS) participated in development of a training session titled Sensitivity Training to improve awareness of attitudes and behaviors that may unwittingly cause offense to others; highlight implicit, or subconscious, bias; and stress the value and importance of diversity to strengthen our organization. To date 82% of FMS employees have received this training; including administrators, classified, and bargaining unit employees.
- Partnered with Office of Equity and Civil Rights Compliance to identify issues related to ADA access.
- Documents, tracks, and coordinates with Maintenance shops to remove barriers for better access. (i.e. appropriate placement of ADA door openers, grab bars, sink heights, etc).
- Ergonomics Program for workstations, which provides recommendations and adjustments of workstations. Assessments take into account disabilities and accessibility issues and recommend corrective actions or equipment adjustment/replacement including providing assistance in finding appropriate ergonomic seating, adjustable height work stations and computer accessories for faculty and staff in need of special accommodations.
- Participated in selection of ADA Transition Plan consultant and working group.
- Adheres to ADA standards for barrier free design and access to buildings. Working to develop building standards to accommodate Universal Design. (i.e. single user restroom standard, Lactation room standard, signage use and placement.)
- For FY20, we will install electronic access controls on the ADA entrances at majority of remaining facilities on Athens campus that currently do not possess ADA-integrated electronic access controls.
- Sustainability collaborated with Division of Student Affairs to identify Diversity & Inclusion stakeholders for the upcoming Ohio University Sustainability & Climate Action Plan revision process. There will be diversity and inclusion goals in the Human Resources theme section of the revised plan. Stakeholder meetings will occur this summer to determine these goals. Sustainability submits "Diversity & Affordability" information to AASHE Star for national sustainability review and assessment. (STARS credits PA-4, PA-5, PA-6, and PA-7) Information was last submitted in spring 2018, but was used in sustainability assessments throughout FY19. OHIO received a score of 7.69 out of 10 for these credits.

### OUPD

- OUPD includes D&I representatives in the interview process for new police officers and promotional candidates
- OUPD partnered with the Survivor Advocacy Program to produce a video about the investigative process featuring a sexual assault survivor
- OUPD representatives have participated in several workshops offered by D&I to explore ways to enhance inclusion on campus
- A number of OUPD employees have completed the Summer Institute for Diversity Education program

### University Human Resources

- University Human Resources was proud to continue to lead collaborative efforts with the Division of Diversity and Inclusion, Office of Equity and Civil Rights Compliance, Office for University Accessibility, and Office of the Provost to further inclusive recruitment and retention efforts surrounding diversity and inclusion as evidenced by several initiatives:
- Led the development of the Affinity Organization (AO) Council, comprised of representatives from each employee AO, University Human Resources, and Diversity and Inclusion and worked with the council to create a process to request resources from an allocated D&I fund.
- Co-planned the Diversity and Inclusion Mix and Mingle Event Series which provides opportunities for faculty and staff to engage on- and off-campus throughout the year to promote community-building and inclusion.
- In partnership with the Women's Center, continued the rollout of the Diversity Advocate Workshop designed to offer participants of OHIO Search Committee Training an interactive opportunity to practice engaging in difficult conversations related to bias that may occur throughout the search process.
- Managed the policy review and approval process of updated guidelines and proposed policies for recruitment and retention, focusing on active outreach, training for committee chairs and members, and proactive communication between committees and University Human Resources.
- Conducted executive search committee training at the kick-off meeting for all dean and VP searches. Continued to offer both central, open sessions and ad hoc departmental sessions of OHIO Search Committee Training.
- Continued to offer a monthly newsletter and lunch and learn series to further engage participants on the best practices introduced in OHIO Search Committee Training.

- Maintained an array of relevant web pages that address topics such as well-rounded onboarding, employee affinity organizations, on-campus resources, and more.
- Has representation on the Lactation Committee, Women's Mentoring Program, Women Leading OHIO Alumni Board, and the Diversity and Inclusion Advisory Council; participated in the Diversity Leadership Institute.
- In partnership, developed and presented on a number of related trainings and projects with various diversity and inclusion centers to meet ad hoc needs for guest speakers, program events, conference presentations, etc.

### Real Estate

- All staff in the Real Estate Office have completed the University's Discrimination, Harassment, and Sexual Misconduct Training.
- The Real Estate Office ensures that none of the University's real estate transactions discriminate in terms of race, color, religion, age, ethnicity, national origin, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information.

### Foundation Accounting

- Works with University Advancement in the drafting and approval of gift agreements to ensure that contributions are not designated for a purpose that discriminates on the basis of race, color, religion, age, ethnicity, national origin, national ancestry, sex, pregnancy, gender, gender identity or expression, sexual orientation, military service or veteran status, mental or physical disability, or genetic information.

### Center for International Studies (CIS) – Unit-Wide

- Funded by a grant from the National Foreign Language Center of the University of Maryland and the National Security Agency, CIS hosted a successful Swahili STARTALK program in the Summer of 2019. This is a summer intensive language program offering 4 credit hours of instruction in Elementary and Intermediate Swahili (SWAH 1110 and SWAH 2110). In Summer 2019, 14 students completed the program, including students from the United States, Nigeria, Ethiopia, Kuwait, and Germany. Most were current students at Ohio University, with one student attending from a local community college and one from Athens High School. The program also employed seven international graduate students as instructors, teaching assistants, and cultural



consultants. The program included field trips to a Somali restaurant and the Global Mall in Columbus, a hiking trip to the Hocking Hills, a Swahili cooking class at the Patton College of Education, and social outreach and a performance with East African immigrant communities at the Angaza Kenyan Cultural Festival in Columbus.

- CIS provided two GA students to support OMSAR. Jackie Otieno (African Studies) served as a GA for OMSAR for 2019-20, and Doreen Tutera (African Studies) had a fully funded GA stipend through OMSAR. African Studies funded full tuition waivers for both.
- CIS Faculty, Staff, and Students collaborated with the Women's Center for World Hijab Day, International Women's Day, and International Women's Coffee Hour programming.
- CIS participated in the 2019 Black Alumni Reunion Weekend and hosted 2 events. Led by African Studies and in collaboration with the Global Leadership Center, the African Studies Alumni & Friends Network, and the Caribbean Scholars Association, CIS hosted an alumni panel titled "New Migration Challenges and the Black Diaspora". Additionally, the African Studies Alumni and Friends Network, in collaboration with CIS, the African Student Union and the Caribbean Scholars Association hosted the Bobcat-Kick-It-Out Soccer Tournament in the spirit of the 'Let's Kick Racism Out of Football' campaign established in 1993 to fight against discrimination in football and other sporting events. Over 110 alumni, students, faculty and staff participated in the tournament. Colleges that participated included: Center for International Studies, College of Arts and Sciences, College of Business, College of Health Sciences and Professions, Heritage College of Osteopathic Medicine, Patton College of Education, Russ College of Engineering and Technology, Scripps College of Communication, and the Voinovich School of Leadership and Public Affairs.
- CIS students Nadzeya Ilkevich, Gaone Manatong and Nikolai Rubanovskii, together with another student Zoe Zralik and community members Katharina Simo and Luke Black organized the first ever 'Athens Placemaking Week', the culmination of which saw a transformed Armory Park being officially opened and dedicated by Athens Mayor Steve Patterson. The idea behind placemaking is to have the community work together to create a sense of 'place' for all its members by improving public spaces and making them accessible.
- CIS co-sponsored 13th annual Sport in Africa conference held in Dakar, Senegal. This was the 1st time the conference was held in a Francophone country, and the 3rd time on the African continent.

- The CIS faculty and staff participated in the process of "Reimagining General Education" throughout the 2019-20 academic year. We participated in a number of focus group discussions and University Curriculum Council meetings with the architects of the new OHIO B.R.I.C.K.S. general education curriculum. As a result, we are pleased to see global learning outcomes are woven throughout the various levels of the new general education curriculum, including outcomes related to intercultural knowledge and competence, diversity and practice, social and behavioral sciences, arts and humanities, and experiential learning. This is a much more comprehensive and holistic approach to diversifying and globalizing the content of our curriculum beyond the traditional Tier II Cross-Cultural Perspectives category. Unfortunately, world languages continue to be marginalized and are not included in the new general education curriculum, since the State of Ohio does not recognize the academic transfer of credit for elementary language courses as they are defined as "skill-building." We are now working to implement general education curriculum changes by ensuring that our introductory courses in international studies and global leadership will be approved for Ohio Transfer Module credit. We are also building "Arches" thematic curriculum clusters around the United Nations' Sustainable Development Goals. These changes will be incorporated into the BRICKS curriculum as it is rolled out for the 2021-22 academic year.
- CIS hosted a day long summit titled «Re-imagining the CIS Global Academic Enterprise» in January 2019. The summit brought together CIS affiliated faculty members from various departments on campus.

### International Studies (Graduate Programs)

- The African Studies Program welcomed Dr. Joyce Wamoyi from Tanzania as the Glidden Visiting Professor for African Studies and Public Health, with the support of the History department in the Fall of 2019-2020. In addition to teaching INST 1100 - Modern Africa, Dr. Wamoyi gave public lectures and attended several events organized by the program, CIS, IARTS, and the African Student Union.
- International Development Studies (IDS) Program Director and Associate Professor of Political Science Dr. Brandon Kendhammer, participated in the Authors at Alden series discussing his latest book 'Boko Haram', published by the Ohio University Press.
- IDS continued its partnership with Rural Action in Athens by supporting a GA position under the new executive director, Debbie Phillips. This year and next, the intern is Ruth Appiah. Ruth works with the

Chief Executive Officer and Director of Sustainable Agriculture, Tom Redfern.

- Latin American Studies (LAS) continues to strengthen the collaboration with Infectious and Tropical Disease Institute's Konnecker and PUCE grant by facilitating two graduate assistant positions from LAS to support related activities in research and teaching. Additionally, in the fall the program hosted the following speakers;
- Roy Boyd, Emeritus Professor of Economics on Mexico Drug Cartels and the US Border Crisis
- Pedro Pérez Sarduy, Former BBC Journalist on The Symbolism of Race: AfroCubans
- Alumni talk by Jay Martin, Head of Security, Newmont Goldcorp International on Spring boarding from LAS to a Career in International Security
- Global Studies (Undergraduate Programs)
- CIS participated in recruitment activities and events with Undergraduate Admissions and the Division of Diversity and Inclusion throughout the year, including the Multicultural Visit Program. Due to the Coronavirus pandemic, the face-to-face events were canceled for the rest of spring semester, and CIS has moved all of the recruitment and admissions efforts, including Bobcat Student Orientation, to virtual activities.
- The Global Studies Program participated in the Rufus Road Trips and Future Student Receptions in Columbus, Cincinnati, Cleveland, and Pittsburgh throughout the Fall and Spring semesters of 2019-20.

### Global Leadership Center (GLC)

- Diversity and Inclusion are central to the concept of global leadership refined at the GLC. As such, we envisage preparing students from across campus to work in diverse and effective teams with a global outlook and competence to work globally. This means cross-cultural competence, culturally sensitive research and embracing cross and inter-disciplinarily. Our curriculum embraces a diversity of backgrounds, experiences, communities, intellectual traditions and disciplines.
- GLC continued its collaboration with OMSAR providing the Global Leadership certificate to many of the OMSAR Scholars and working in support of the OMSAR goals.
- A part of GLC OMSAR students participated in programs in Germany and Cambodia, connecting with German and Cambodian communities as well as other global communities in the region. Some students took part in Cambodian New Year events in Columbus, OH.

- A part of the GLC OMSAR students travelled to Chicago connecting with Alumnus and corporate partners at Accenture Consulting, learning about opportunities in the private sector and how all disciplines are in demand in most corporate sectors. Leveraging the GLC Alumnus a networking event was also held to link students to career opportunities.
- GLC continued its engagement and collaboration with World Languages to bring this experience across programs on campus to students that might not otherwise engage on these languages.
- The CIS Global Professional Development program offered a range of sessions and programming for interested students with a focus on international careers and supporting international students unique professional prospects for work in a global economy. This program is now credit bearing and will soon be a certificate program centered around the idea that inclusive and diverse teams are critical for effective professional life. Highlights include: Professor Emeritus Vibert Cambridge offered training in facilitation and inclusive global project leadership. Dr. Winsome Chunnu contributed offering training on micro-aggression in the workplace and navigating in cross-cultural and global workplaces. GLC collaborated with the Women's Center offering CIS graduate students the opportunity to take part in salary negotiation training, particularly preparing international students for negotiating in the US context.
- Global Studies and GLC worked to make sure that during COVID-19 all our students were able to continue their studies. Including providing core support to those in need of technical assistance. Our student orgs also stepped in providing assistance and support.
- GLC continued to support the Caribbean Scholars group with their events on campus and remotely during the COVID 19 period.
- GLC students ran several projects with local clients focused on social enterprises and humanitarian efforts to tackle global challenges. Highlights include working with the Community Food Initiative, HCOM's Mobile Health Clinics, South East Ohio Youth Mentoring, and US Together (refugee resettlement organization). Students provided a range of fundraising, research, marketing and communications support to these local partners organizations.
- GLC offered workshops on micro-aggression and implicit bias led by Dr. Winsome Chunnu for both first-year cohorts in Fall 2019. GLC also collaborated with the Caribbean Scholars Association, African Studies Alumni & Friends Network, and the African American Studies Dept during the Black Alumni Reunion in Sept 2019 for the hosting of a panel discussion on



migration in the black diaspora. GLC supported these groups with office space to operate and sharing some costs for programming and events.

### World Languages

- The CIS World Languages Program (WLP) aims to work with other units on the university campuses to promote cultural and linguistic diversity and inclusion within the OHIO community and beyond. Due to COVID-19 pandemic, many programs planned in spring 2020 by the CIS world language program were cancelled and a few of them were rescheduled for upcoming academic year. These include the International Women's Art Installation (IWA), the World Languages & Costumes Exhibit, the CIS World Languages at the Ramen Fest Table at the Academic and Research Center, the Russ College of Engineering and Technology. Regardless, during the past academic year of 2019-20, the CIS World Languages Program organized various activities to champion the key issues of diversity, inclusion and collaboration. Some highlights are below:
- The World Languages Day: The World Languages Day was held at the Multicultural Center in September 2019. This event featured skits, songs, and other performances by instructors and students of African and Asian Languages, including Akan, Hindi, Indonesian, Swahili, Thai, and Wolof. A potluck featured delicious foods from the regions represented by these languages. Over 50 people attended the event.
- The World Languages Potluck Party: The 2nd annual CIS World Languages Welcoming Party was organized on September 27, 2019 at the Multicultural Center at Baker. The theme of the event revolved around traditional music and dances from different countries. The CIS world language instructors, together with the students of Akan, Hindi, Indonesian, Thai, and Wolof gave presentations on various songs, and dances, including Akan Highlife music, Indonesian Dangdut music, popular Hindi Bollywood soundtracks, Thai Luukthung music, and Wolof Mbalax music. The instructors of Swahili in Linguistics joined the event and presented Swahili music. In addition, a special performance, a solo of traditional Sundanese Kacapi, a zither-like musical instrument was performed by the 2019 Fulbright Language Teaching Assistant, Ihsan Faris. The event not only served as an opportunity for CIS world language students to meet students from the countries and regions they study, but allowed them to bond, build a community and feature their language and other skills. More than eighty students from various countries participated in this event. Foods and drinks were sponsored by Asian Studies, African Studies, the Center for International Studies,

and several student organizations, including the Indonesian Student Association, PERMIAS, the Thai Student Association, and the African Student Union.

- The CIS World Languages Ambassadors Advocated Linguistic Diversity in Different Classrooms: Kylie Ross, a senior in Games and Animation, the School of Media Arts & Studies, was selected as the 2019 World Languages Ambassador. She joined the second term CIS World Languages Ambassador, Jahmir King, Junior, Global Studies - Asia, War & Peace & ROTC cadet, in promoting the world languages, and its importance in engaging with the world. They presented at the Major Fair, Global Opportunities Fair, and other fairs on campus. In addition to classroom visits, they worked collaboratively with the Global Studies Ambassadors in promoting international studies, and Ambassadors from different colleges to promote linguistic diversity in world languages and cultures on campus. This year marked the first time that the World Languages Coordinator, Pittaya Paladroi-Shane and Jamir King presented at the Personal & Professional Advancement on DiversiTRIO Tuesdays with the topic "how to become a successful global citizen?" on January 21, 2020. This event was part of the series of Student Support Services (SSS): College Achievement Program (CAP) event.

### Office of Global Opportunities

- Collaborated with D&I on events specifically with OMSAR – the Returned Student Panel.
- Supported a professional advisor and a peer advisor staffing in the OMSAR office. The Peer Advisor's main focus is supporting D&I initiatives at OGO and through D&I itself.
- Offered the Diversity Travel Award/First Gen Scholarship.
- Collaborated with D&I to present a D&I specific presentation at Bobcat Student Orientation
- Held a pre-departure orientation session focused on Diversity, Inclusion and Allyship and its role in student's international travel (Culture, Identity, & Allyship Bobcats Abroad session).
- Provided an annual membership to Diversity Abroad which offers webinars and resources to support our diverse student populations as they prepare to travel abroad. Each of the D&I offices have designated members who have access and OGO regularly invites OHIO faculty and staff to participate in these educational opportunities to specifically support our diverse student populations.

- Participated in the Landing Zone Training offered by Veterans and Military Student Services Center.

### International Student and Faculty Services

- Collaborated with the Women's Center for the International Women's Coffee Hour and the International Women's Day Art Installation.
- The University International Council's Globalizing the Campus subcommittee has finalized their first international student survey. They are currently analyzing the data to be shared across campus and will convene focus groups as soon as they are able considering social distancing requirements.

### Office of Global Affairs

- The Presidential Global Engagement Fund was established during the current academic year with the intention of boosting OHIO's global engagement to advance academic excellence and innovation in regions of the world and with selected partners of strategic interest to the university. Areas of potential funding included research and creative activity, education, experiential learning, recruitment, and alumni initiatives. There was also a specific interest in supporting faculty early in their careers to help them establish international connections for their work. OGA managed the solicitation and review process. A total of 36 proposals were submitted, with a maximum allowed request of \$20,000 for an 18-month period of performance. Participating faculty and staff were drawn from 11 colleges/planning units on the Athens campus, with a wide of disciplines and activities represented. A review committee was constituted with input from deans, with a resulting membership of 13 faculty and staff members representative of all colleges and regional higher education. Dr. Winsome Chunnu served as the designated diversity advocate for the committee.

### Undergraduate Admissions

- Undergraduate Admissions continued to host on-campus events, such as the Multicultural Visit Program and converted the Cultural Connections visit program to an online event, including a session in Spanish. Staff continued to participate in LGBTQ Campus Pride college fairs and strengthened an ongoing partnership with the Ebony Bobcat Network to connect alumni and prospective students at on- and off-campus events. With Diversity & Education Solutions, staff conducted application nights, attended college fairs, and hosted campus visits.
- Collaborated with the Division of Diversity and Inclusion to plan and host a virtual Cultural Connections webinar

series, including one session in Spanish, as an alternative option to the cancelled on-campus event.

- In coordination with the Division of Diversity and Inclusion and the Ebony Bobcat Network, hosted "OHIO Family Game Day," a high-energy campus visit program designed to identify and engage promising prospective multicultural students and their families.
- In coordination with the Division of Diversity and Inclusion and University Communications and Marketing, developed and produced a new printed diversity-specific brochure highlighting the ways the division supports all OHIO students.
- In coordination with University Communications and Marketing, produced English and Spanish video collateral digitally displayed in target markets in support of increasing registration for the Multicultural Visit Program.

### University Advancement

- Partners with the Women's Center on multiple programs including mentorship and leadership programming
- Produces the annual ohio women magazine (print and digital editions) for all Ohio University alumnae.
- In partnership with the Women's Center, the 2019-20 publication included a curated an interactive online presentation of the Center's fall 2019 "Through the Survivor's Lens" exhibit.
- Creates and distributes to alumni and friends stories that champion diversity and inclusion at OHIO and within the OHIO community.
- Collaborates with OMSAR on the Urban Scholars Program and Appalachian Scholars Program and secures private funding for these programs.
- Provides inclusive enrichment programs for Cutler Scholars, Templeton Scholars, Urban Scholars, and Appalachian Scholars.
- As part the Advancement Division's commitment to a productive and safe work environment, OHIO's Title IX office conducts trainings for all Advancement staff related to diversity in the workplace.
- Engages in ongoing project with Diversity & Inclusion and Legal Affairs related to compliance with Title VI (race) and Title IX (gender) guidance on scholarship criteria and collaborates to develop informational materials for staff and donors to ensure compliance in scholarship awarding guidelines while supporting OHIO's diversity and inclusion efforts.



### Alumni Association

- Actively engages with the Division of Diversity and Inclusion through work with the Ebony Bobcat Network National Board, the PRIDE Society, and on the OHIO's fall 2019 Black Alumni Reunion.
- Collaborates with the Women's Center on multiple programs and events, including Lancaster Campus on the Annual Celebrate Women event.
- Engages the Women's Center to conduct Microaggression training for the OUAA Board of Directors.

### Ohio University Lancaster

- No Limits Basketball Camp for disabled children -June 25-27, 2019
- Take Back the Night -October 22, 2019
- Domestic Violence Streaming -October 24, 2019
- Friends of the Library Meet and Greet with Mark Nevin on Tougaloo Nine -November 14, 2019
- Allies for Human Rights: Gender and Sexuality Alliance -February 7 and February 24, 2020
- "Ain't I a Woman" performance -February 17, 2020
- Celebrate Women -March 27, 2020

### Ohio University Chillicothe

- Our Cultural Committee has various presentations throughout the academic year. In particular, there is always something that is done to celebrate Black History Month. Also, most of our Kennedy Lectures are dedicated to diversity. Lastly, we offer WGSS courses most every term.

### Ohio University Zanesville

- We continued to serve first year students through the LINKS peer mentor program. This year, six new mentors completed a Student Leadership seminar. Together with one continuing mentor from last year, they provided first year students with social and academic guidance on campus and throughout the transition to remote learning.
- Programs (including cohorts for underrepresented students/faculty/staff), and Workshops/Trainings
- We participated in the Ohio MENTOR program. In our first year of participation, we have been working with a core group of students at Maysville HS in an intensive peer tutoring program. So far, six OU students have

participated in work at Maysville HS, where (on the books, anyway) we have 9 students participating. The plan is to continue this program into the second year. This program serves at risk and first generation students.

- We hosted What Were You Wearing? exhibit from February 24 through March 23.
- LGBT Center staff offered a SafeZone training for faculty and staff on November 20, 2019.

### Ohio University Eastern

- Here is a list of programming OUE produced for "OUE Today" radio show and Ohio University Eastern YouTube channel that related to diversity and at risk populations:
- The Ohio MENTOR program was developed to help at risk students who live in areas affected by opioid addictions problems. OU Eastern worked with Harrison Central High School. We began tutoring with two OU Eastern mentors working with four at risk students. The program ran from February through the end of May. The mentors and students met virtually during the spring semester.
- During Black History Month in February, videotaped the presentation "History of Black Music in America" and added to OUE YouTube channel and produced an OUE Today radio show with Ron Scott, Jr.
- Micah McCarey's presentation about SafeZone Training- LGBTQ Awareness was videotaped and added to our YouTube channel and was also presented as a radio show on "OUE Today."
- ACTIVE Roles Theater is a program that brings at risk middle and high school students together to learn acting and radio production. Each summer they put on Shakespeare in the Park. Shakespeare in the Park was produced, videotaped, and posted to the OUE YouTube channel along with a radio production social justice-focused drama.
- "Hidden in Plain Sight" is a program delivered to help parents learn how their children may hide their drug use, vaping, cigarettes, and alcohol. This radio program was also produced for OUE Today.
- A radio show was produced about the Augusta Levy School for Children with Autism for "OUE Today."
- An "OUE Today" show was produced in memory of John Mattox, who was director and founder of the Underground Railroad Museum.

### Graduate College

- Offers support for online and hybrid programs aimed at increasing participation by underrepresented groups.
- Provides application fee waivers for McNair Scholars and active military/veterans.
- Collaborates with the Global Partnerships and Sponsored Students office to facilitate admission of Fulbright Scholars from around the globe.
- Works closely with International Student and Faculty Services (ISFS) to support of international students as they pursue graduate degrees.
- Works with the Graduate Student Success Committee to improve student outcomes specifically for multi-lingual, first-generation, and traditionally underrepresented minority students.
- Collaborates with multiple partners, including Ohio Program of Intensive English (OPIE), the International Student and Faculty Services Office (ISFS), English Language Improvement Program (ELIP), and Equity and Civil Rights Compliance (ECRC) to ensure inclusive programming at Graduate Student Orientation.
- Hosts regular "Documents and Donuts" webinar sessions to inform administrative and academic stakeholders about cultures and education systems in other countries.
- Supports the Start Smart Salary Negotiation workshops offered to the campus community by communicating with graduate students about upcoming workshops and encouraging their participation.
- Edison Biotechnology Institute has a partnership with AMVETs to support student researchers who are veterans or have a family member who served.
- Work with the underserved Appalachian community to enhance economic opportunities through the Innovation Center.
- In the fall of 2019, the Graduate College introduced a new online Graduate Student Orientation module. This orientation module includes Diversity and Inclusion resources and content to all incoming graduate students including students in both Athens-based and online graduate programs for every term of admission (Fall, Spring, and Summer). - Offered online through Blackboard.
- New for fall 2020, the Graduate College is in the process of developing an online GSO module for non-degree and certificate students. These students have never had an orientation module designed specifically with their needs in mind. This orientation module will also include Diversity and Inclusion resources and content as well.- Offered online through Blackboard.

- In collaboration with the Campus Involvement Center, the Graduate College offers Sexual Assault Prevention Training to all graduate students (aimed particularly at those graduate students who serve as Teaching Assistants). This training is an online training and available to students at any time based on their schedules.- Offered online and can be accessed via the Graduate College web pages.

### Student Affairs

- The Division of Student Affairs, Patton College of Education and University College collaborated together to offer a series of discussions with Soja Ardoin, Ph.D., to engage the campus in conversations about supporting first-generation students.
- All DOSA staff were trained on, and completed the Diversity Awareness Profile (DAP) in order to set a more direct and behavioral based personal equity and social justice goal.
- All DOSA departments developed an equity and social justice goal based on service delivery and/or professional development of staff.
- DOSA conducted a staff Climate Survey in fall 2019. In spring 2020 results were shared and recommendations for progress were developed.
- 82% of DOSA position descriptions were re-written to include a focus on equity and social justice. The goal is to have 100% by the Dec 2020.
- The CLDC increased engagement with diverse students by 5%.
- The CLDC hosted inaugural Diversity First Luncheon with 20 companies.
- All CLDC workshops have D&I curricular elements
- The Campus Involvement Center audited all student organizations' constitutions to insure each constitution contained a non-discrimination clause.
- Housing & Residence Life sponsored 5 campus-wide programs during Black History Month with a themed week titled "Say It Loud: I'm Black and I'm Proud." Collective attendance across all programs was in excess of 300 students
- Housing & Residence Life renovated the Convocation Center Bathrooms with a focus on equity and inclusion by enabling all 35 restrooms to be single-user/gender-neutral.



- Throughout the year, Housing & Residence Life sponsored “Living Room Conversations” which are a conversational model developed by dialogue experts in order to facilitate connection between people despite their differences, and even identify areas of common ground and shared understanding
- Survivor Advocacy Program conducted an audit of all forms, documents, and website to assure language used is inclusive of all gender identities.
- During the Spring semester 2020, the Survivor Advocacy Program hired a new survivor advocate with a background in international student experiences surrounding interpersonal violence. This advocate has conducted outreach with the International Student Union, International Student and Faculty Services, and all of the international student organizations on campus and has established an initial plan to collect data from these students to identify unique needs regarding education and support and has created a program specific to these students that we plan to present in the Fall semester 2020.
- The Office of Sorority & Fraternity Life is in the process of creating an emergency micro grant specific to potential new members and active members affiliated with a social Greek-letter organization. It is important to us that no individual’s potential membership is denied due to financial difficulties or that no initiated member must resign their membership due to a financial emergency.
- The October 2019 Culinary Services Customer Satisfaction Survey showed that 69% of all students strongly agreed or agreed to the statement “Culinary Services provides an inclusive environment and a sense of community”. Twenty-six percent had no opinion and 5% strongly disagreed or disagreed.
- On October 4th Culinary Services held an all-manager retreat that focused on a specialized Implicit Biased training delivered by Katie Meisky and that was representative of what is communicated within the Student Leader Class.

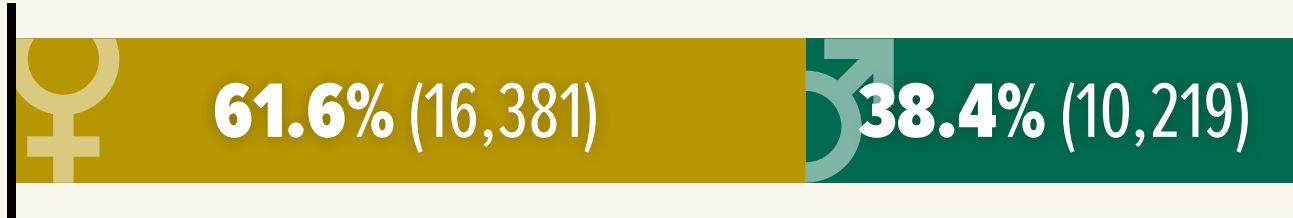
## Ohio University

# UNIVERSITY DEMOGRAPHICS



# STUDENT DEMOGRAPHICS

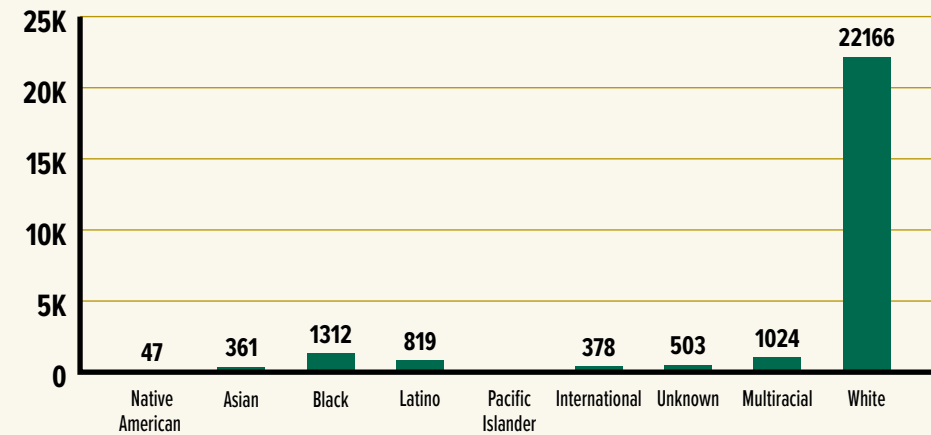
Full-Time **Undergraduate Students by Gender**



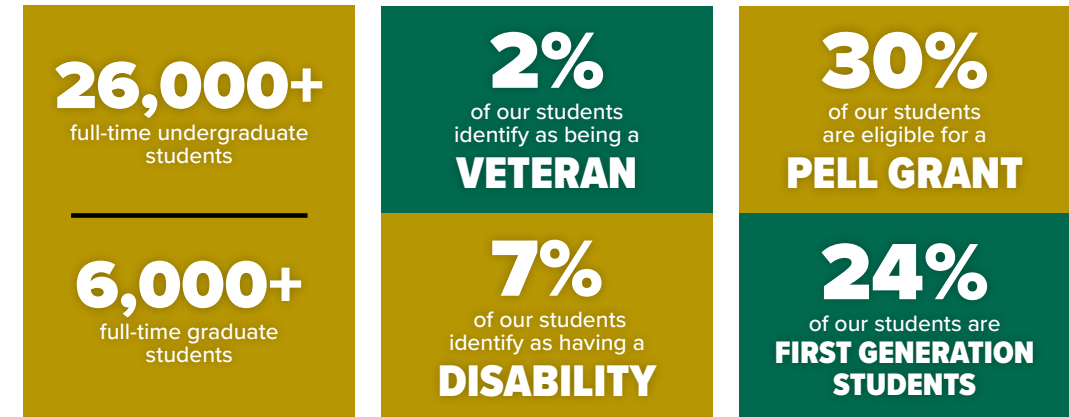
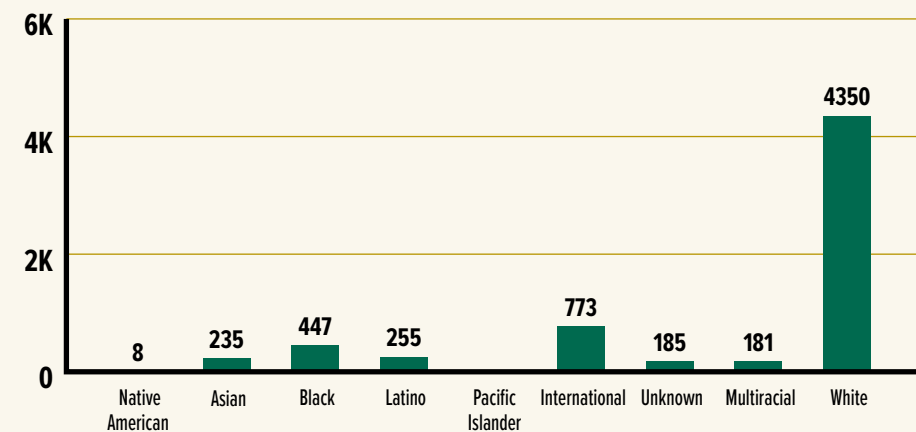
Full-Time **Graduate Students by Gender**



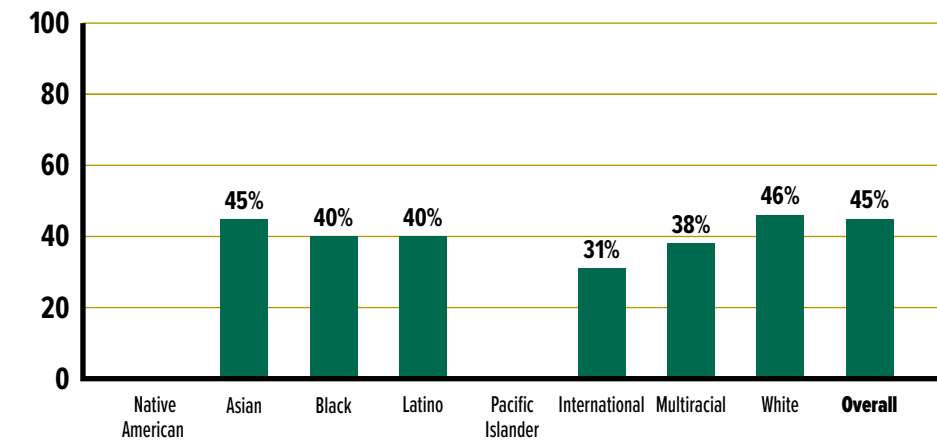
Full-Time **Undergraduate Students by Race/Ethnicity**



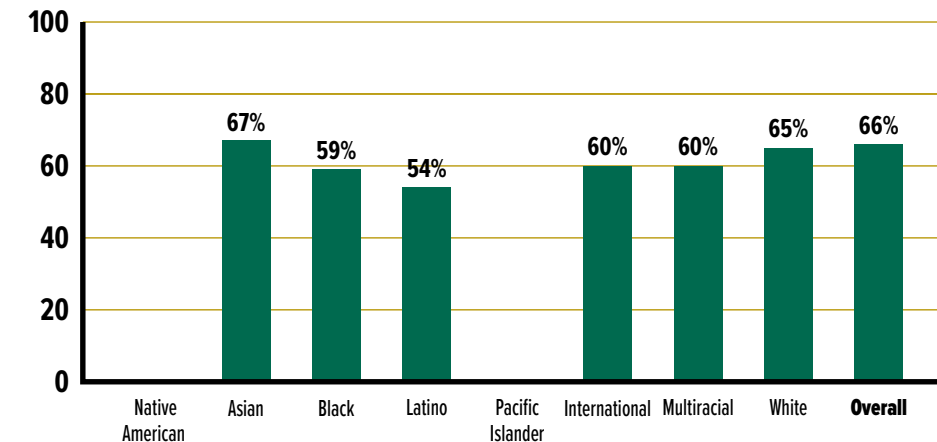
Full-Time **Graduate Students by Race/Ethnicity**



**Four-Year Graduation Rates - Full-Time Undergraduate Students**



**Six-Year Graduation Rates - Full-Time Undergraduate Students**





# STUDENT RECRUITMENT AND RETENTION

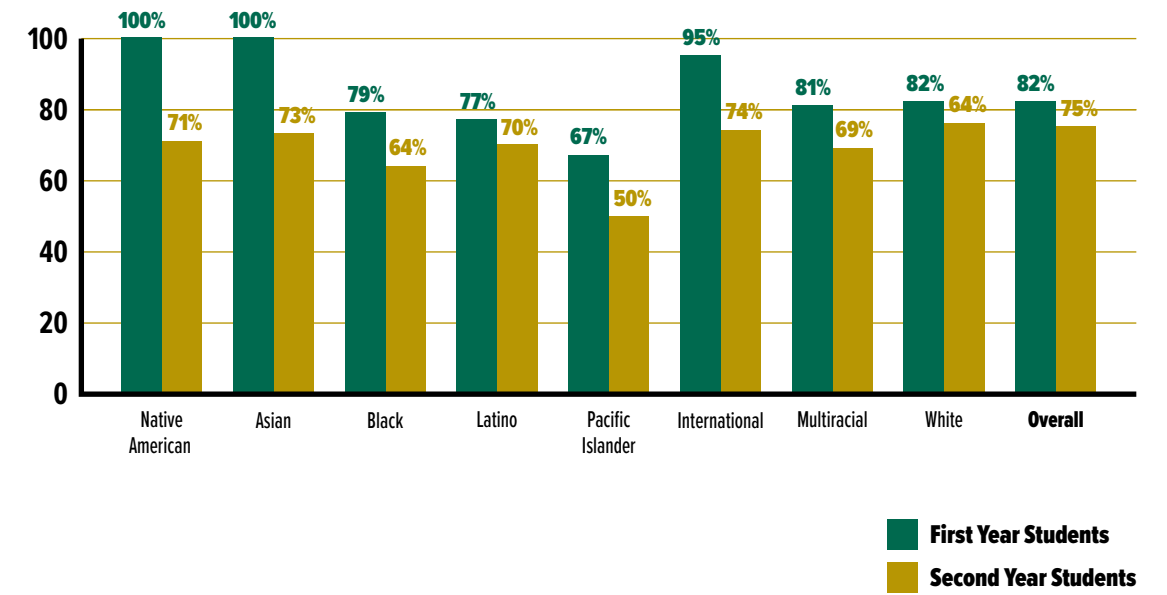
**Efforts to Recruit** Historically Underrepresented and First-Generation Students.



**Efforts to Improve Retention and Graduation Rates** for Historically Underrepresented and First-Generation Students

- **campus-wide strategic retention plan**
- **institutional research on student success patterns**
- **cohort-based academic success and leadership programs**
- **academically themed diverse student organizations**
- **supplemental instruction**
- **free tutoring support**
- **culturally relevant advising**
- **early warning monitoring systems**
- **first-year experience program**
- **motivational guidance for academically at-risk students**
- **mentorship programs**

**First and Second Year** Retention Rates



**Undergraduates** from **Historically Underrepresented Groups**



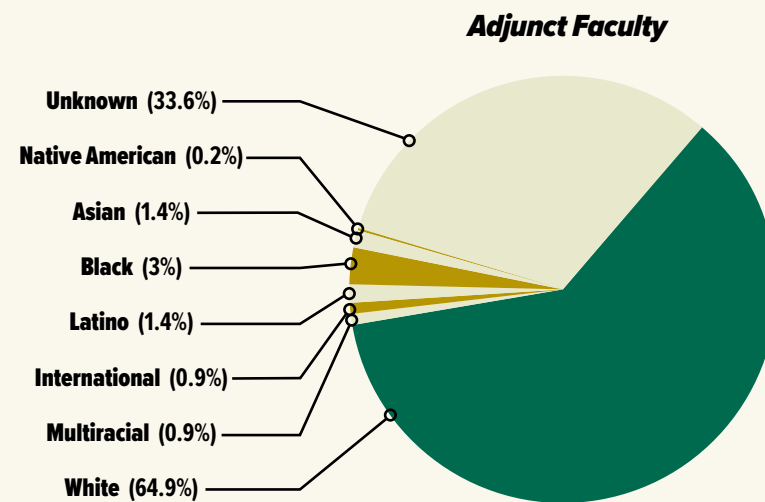
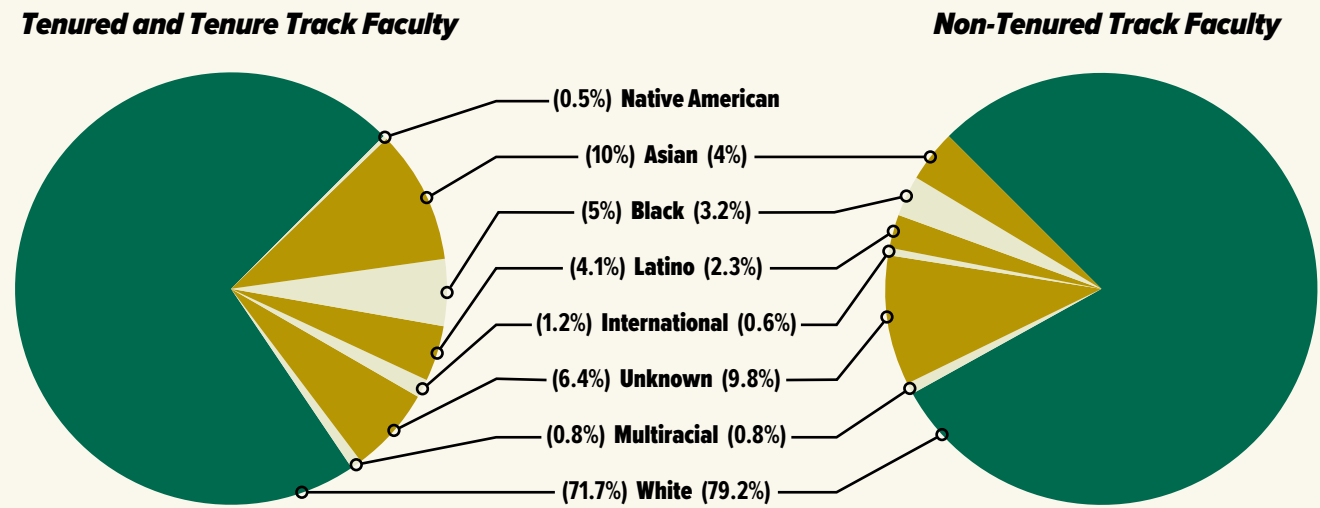
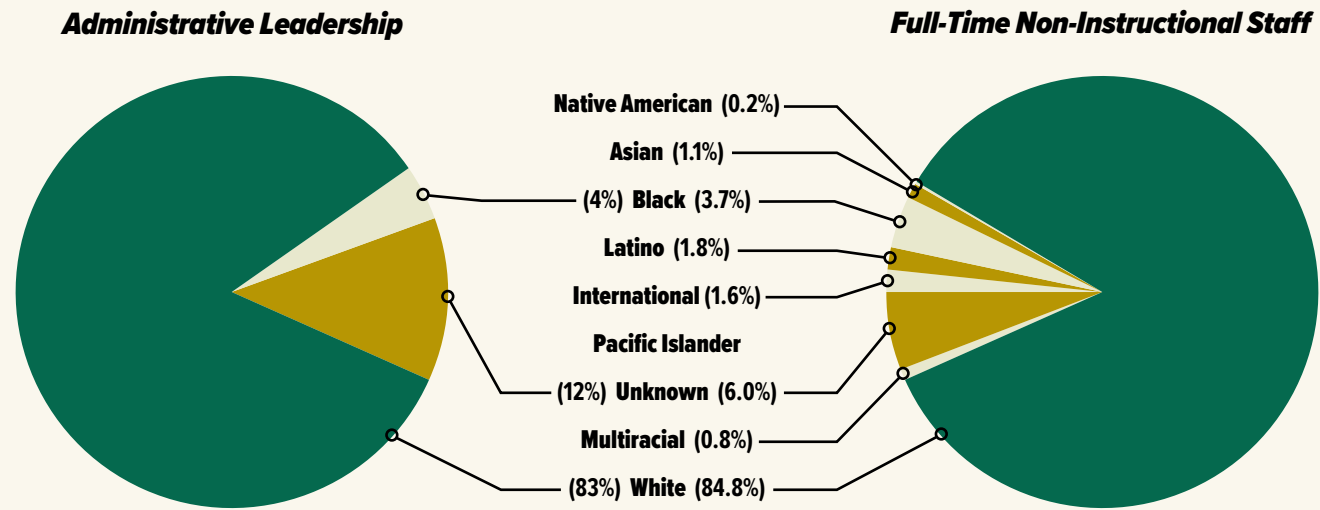
**Graduate Students** from **Historically Underrepresented Groups**





# ADMINISTRATOR, FACULTY, AND STAFF DEMOGRAPHICS

## Administrator, Faculty, and Staff by Race/Ethnicity



D&I | By The Numbers

## Full-Time Tenure/Tenure Track Faculty by Gender



## Full-Time Non-Tenure Track Faculty by Gender



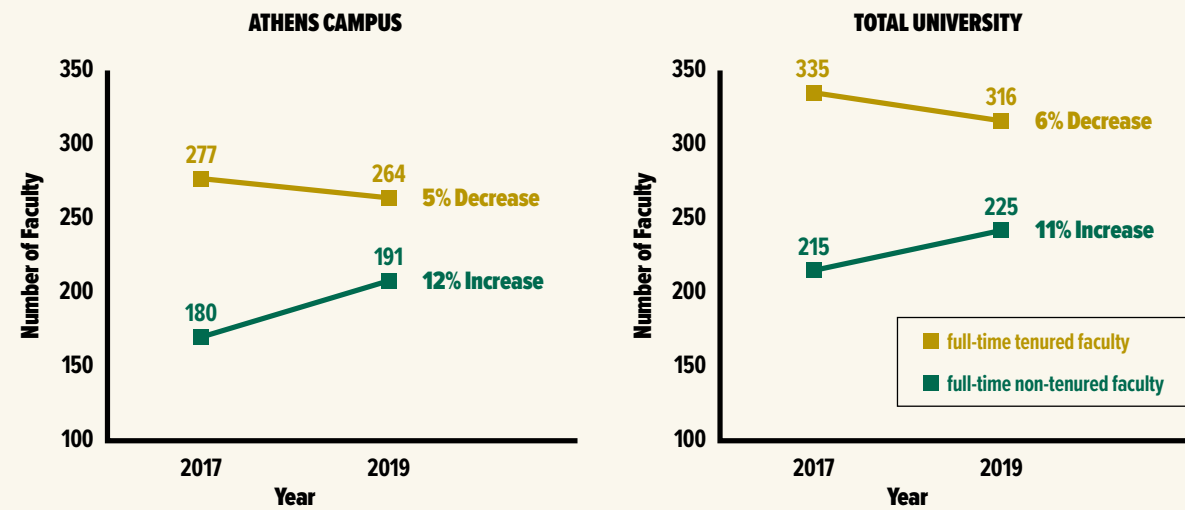
## Full-Time Non-Instructional Staff by Gender



## Board of Trustees by Race/Ethnicity and Gender



Full-Time **Female Faculty by Appointment**

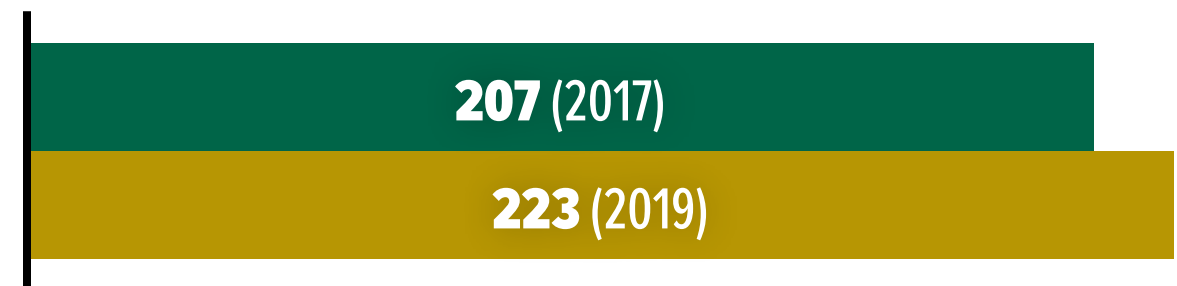


Full-Time **Female STEM Faculty** (Athens Campus)

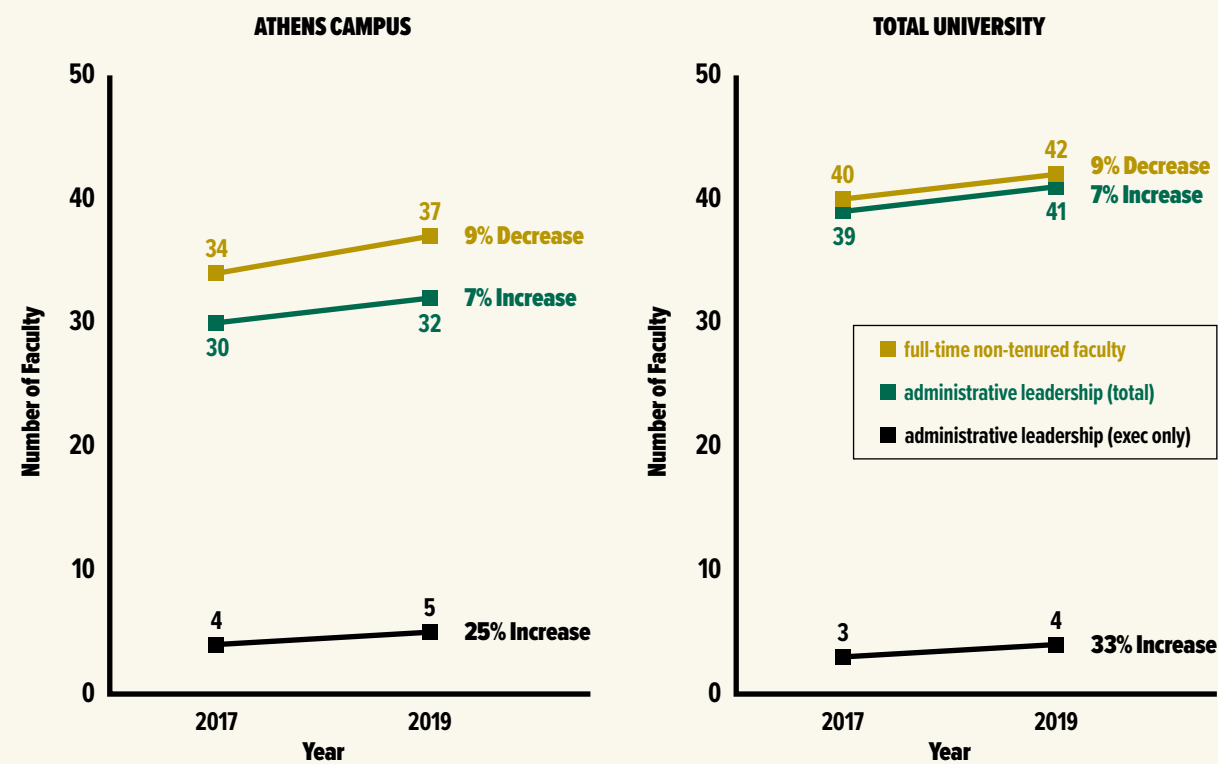


**\*Note:** The regional campus faculty are not tied to an academic department in the HRMS system, so we cannot calculate a reliable total University set of numbers for this question. Regional campus faculty are only assigned to a college such as "Chillicothe Arts & Sciences," so we cannot differentiate the STEM faculty from non-STEM faculty.

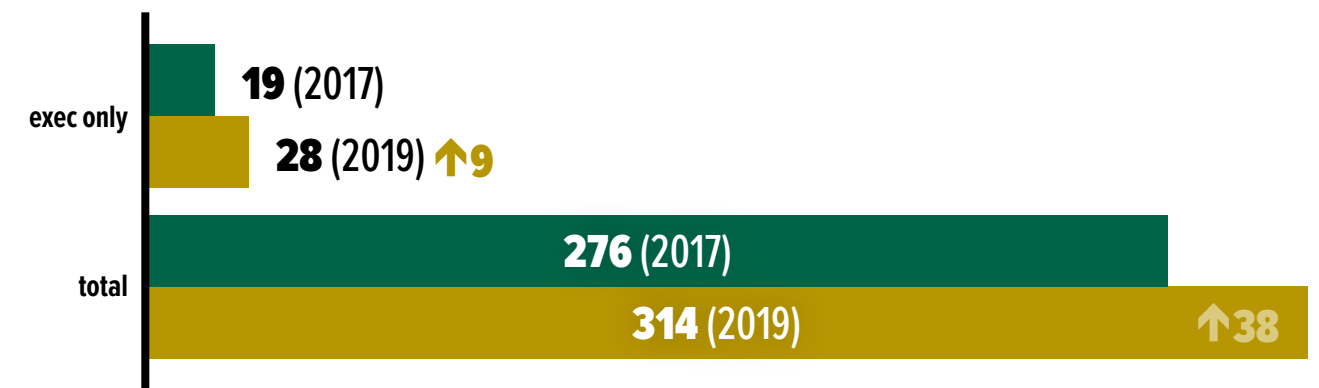
Total **Female STEM Faculty** (including part-time)



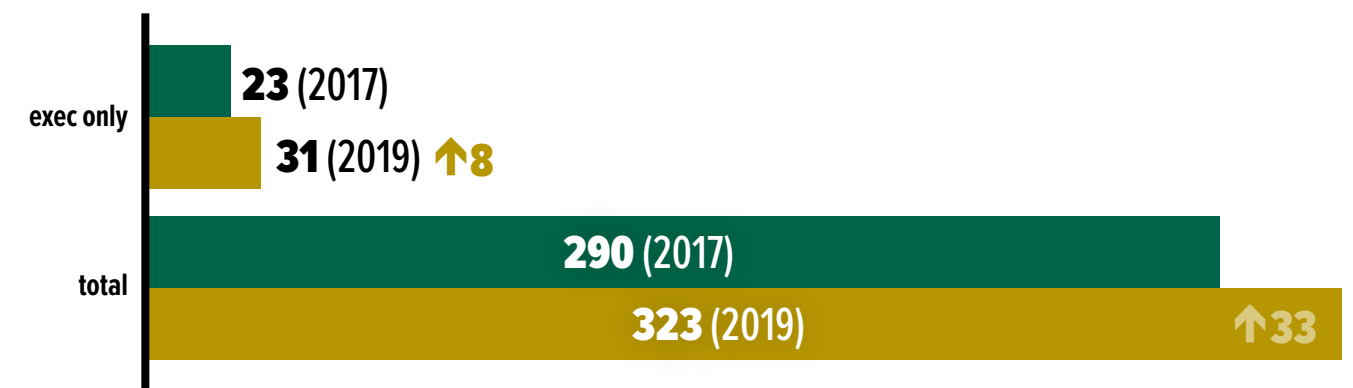
Breakdown of **Underrepresented Race/Ethnicity Full-Time Faculty and Administrative Leadership**



Female **Leadership Positions** (Athens Campus)



Female **Leadership Positions** (University-Wide)







## FACULTY RECRUITMENT AND RETENTION

### Diversity-Focused Faculty Recruitment Strategies

- national partnerships
- advertisements in diversity publications and/or job board
- participation in diversity recruitment events
- strategic funds to hire diverse candidates
- require diverse job candidates to be included in the final pool of all candidates
- faculty diversity plan
- mentors for diverse faculty

<p>All jobs are posted to  <b>diversityjobs.com</b>  and a host of affiliated sites:  <b>Africanamericanhires.com</b>  <b>allhispanicjobs.com</b>  <b>alllgbtjobs.com</b>  <b>disabilityjobs.net</b></p>	<p>OHIO strives to retain diverse faculty with  <b>affinity and employee  resource groups, mentor  programs, &amp; graduate  research support</b></p>
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## DIVERSITY PLANNING EFFORTS

Our institution's mission statement includes

**DIVERSITY & INCLUSION**  
as one of its  
**CORE VALUES**

Division of Diversity and Inclusion has the opportunity to

**FORMALLY REPORT**  
on campus diversity plans, successes, challenges and opportunities at meetings of our  
**GOVERNING BOARD**

Our Division of Diversity and Inclusion submits and makes public an

**ANNUAL DIVERSITY REPORT**

### Our Institution Offers

 **gender-neutral**  
bathrooms

 **trans-inclusive**  
health benefits

 **same-sex partner**  
healthcare benefits  
for employees

### Unconscious Bias Training Efforts

- **full-time tenured and tenure-track faculty**
- **full-time non-tenure track faculty**
- **full-time staff**
- **adjunct faculty**
- **search committee heads**
- **search committee members**
- **athletic department staff**
- **senior leadership**
- **campus police force**

## INSTITUTIONAL BRANDING

### Diversity and Inclusion Offices



disability services office



international office



study abroad office



multicultural affairs office



diversity office



LGBTQ office



veterans office

### Diversity-Related **Web Information**

- Our procurement page **lists opportunities for minority – and women-owned businesses**
- our study abroad office page includes specific **opportunities for underrepresented students**
- Our international office page includes information about **groups, clubs, etc. for international students**
- Our human resources page includes information about **affinity/employee resource groups**
- Our disability services office page **links to our career services page**
- Every open job posting listed on our human resources page includes an **AA/EEO statement**

### Cultural Heritage Months and **Celebrations**

- **African American History Month**
- **Women's History Month**
- **National Hispanic Month**
- **Native American Heritage Month**
- **Martin Luther King Jr. Day**
- **LGBTQ Pride Month**

### **Cultural Competence** Education



diversity courses for students



multicultural events on campus



multicultural student clubs and organizations



issues of diversity incorporated into first-year experience program



opportunities for Pell Grant students to study abroad



**African American / Hispanic/Latino / Women / Religious**

**RECENT DIVERSITY-RELATED AWARDS AND RECOGNITIONS**

**2018 HEED Award** and **2019 HEED Award**

**2018 Inspiring Programs in STEM Award**

Heritage College of Osteopathic Medicine Cleveland's Aspiring Doctors Precollege Program

**2018 Inspiring Programs in STEM Award**

College of Arts and Sciences' Tech Savvy OHIO

Named one of the **nation's top military-friendly schools** for 2019-20 by G.I. Jobs Magazine

**First Forward** Designation

National honor for commitment to first-generation student success

**2018 Larry Abernathy Award** from the

International Town and Gown Association (ITGA)

Ohio University's Innovation Center named

**2019 Rural-Based Entrepreneurship Center of the Year**

Receiving the Randall M. Whaley Incubator of the Year Award from the International Business Innovation Association (InBIA)

Ohio University's **Voinovich School of Leadership and Public Affairs**

was awarded the **2018 iGIVE Award** from the iBELIEVE Foundation



Student Enrollment <sup>1</sup>	
Undergraduates Athens	16,113
Undergraduates Regional	5,600
Undergraduates eLearning	4,897
Total Undergraduates	26,610
Graduates Athens	2,285
Graduate Outreach/eLearning	3,171
Total Graduate Students	5,456
Medical Students	978
Total Unduplicated Fall	33,044
Total Unduplicated 12-month	40,174

<sup>1</sup>Students counted once at primary campus of enrollment.

Freshmen Profile (Athens)	
New Freshmen	3,671
1st Generation <sup>1</sup>	25%
Ohio Residents	87%
Underrepresented Minority	14%
Middle 50% ACT	21-26
Top 25% of HS class	47%

Student Success (Athens)	
1st Year Retention	81.5%
4 Year Graduation	51%
6 Year Graduation	65%
6 Year Success Rate <sup>2</sup>	89%

<sup>1</sup>Neither parent obtained a bachelor's degree  
<sup>2</sup>Graduated, Retained, or Transferred

Affordability (Athens Freshmen)	
Tuition	12,612
Tuition, Room and Board	24,784
Received Loans	64%
Received Pell Grants	27%
Received Any Aid	94%
Average Debt - Ohio University <sup>1</sup>	\$27,993
Average Debt - State of Ohio <sup>1</sup>	\$28,981

Military/Veterans (Athens)	
Most Military-Friendly School <sup>2</sup>	6th
Active Military/Veteran Students	806

<sup>1</sup>Institute for College Access & Success  
<sup>2</sup>Victory Media 2020

Employees	
Total Employees	4,901
Total Athens Employees	4,248
Total Regional Employees	653
Total Permanent Employees	4,184
Total Tenure-Track Faculty	831
Student to Faculty Ratio	16 to 1

Financials (in Millions)	
Annual Budget	769.9
Endowment <sup>1</sup>	568.9
Total Grants	62.0
Active US Patents	103
Active Non-US Patents	158

<sup>1</sup>National Assoc of College & University Business Officers

National Program Rankings (Sample)	
Fulbright Winners <sup>1</sup>	18
Goldwater Scholarships <sup>1</sup>	6
Master of Sports Administration <sup>2</sup>	2nd
Graduate Ceramics Program <sup>3</sup>	3rd
Graduate Printmaking Program <sup>3</sup>	8th

Points of Pride	
Law School Acceptance Rate	97%
Best College Town in Ohio <sup>4</sup>	1st
STARS Sustainability Rating <sup>6</sup>	Silver

<sup>1</sup>Office of Nationally Competitive Awards  
<sup>2</sup>SportBusiness International 2019  
<sup>3</sup>US News and World Report 2017 College Rankings  
<sup>4</sup>Ohio Magazine 2018  
<sup>5</sup>Assoc for Advancement in Sustainability in Higher Ed

Trend Data		
	2015-16	2019-20
Total Undergraduates	30,866	26,610
Total Graduate	5,024	5,456
Total Medical	712	978
Total 12-month Unduplicated	44,109	40,174
Students Taking All Classes Online	8,788	8,628
Students w/ Some Classes Online	5,174	7,204
New Freshmen	4,423	3,671
Total Employees	5,300	4,901



**OHIO**  
UNIVERSITY

**DIVISION OF DIVERSITY AND INCLUSION**