

November 2004

# A Diversity Structure and Plan that Works: Successes and Challenges

Samuel R. Hodge

*Assistant Dean of Equity & Diversity The Ohio State Univeristy, College of Education, Columbus, OH*

Delia R. Gamble

*Doctoral Student, The Ohio State University, School of Educational Policy & Leadership, Columbus, OH*

Wendy C. Naumann

*Assistant Professor and Diversity Coordinator, The Ohio State University, School of Activity & Educational Services, Columbus, OH*

Lisandra Pedraza

*Doctoral Student, The Ohio State University, School of Teaching & Learning, Coumbus, OH*

Robert Ransom

*Director, Office for Equity & Diversity, The Ohio State University, College of Education, Columbus, OH*

*See next page for additional authors*

Follow this and additional works at: <http://digitalcommons.unl.edu/pocpwi9>



Part of the [Race, Ethnicity and Post-Colonial Studies Commons](#)

Hodge, Samuel R.; Gamble, Delia R.; Naumann, Wendy C.; Pedraza, Lisandra ; Ransom, Robert ; Rivera, Janet ; and Samalot-Rivera, Amaury, "A Diversity Structure and Plan that Works: Successes and Challenges" (2004). *Ninth Annual Conference POCPWI (2004)*. 9. <http://digitalcommons.unl.edu/pocpwi9/9>

This Article is brought to you for free and open access by the People of Color in Predominantly White Institutions at DigitalCommons@University of Nebraska - Lincoln. It has been accepted for inclusion in Ninth Annual Conference POCPWI (2004) by an authorized administrator of DigitalCommons@University of Nebraska - Lincoln.

---

**Authors**

Samuel R. Hodge, Delia R. Gamble, Wendy C. Naumann, Lisandra Pedraza, Robert Ransom, Janet Rivera, and Amaury Samalot-Rivera

## A Diversity Structure and Plan that Works: Successes and Challenges

### Abstract

*The intent of this panel discussion is to provide information on: (a) our Diversity Team; (b) the implementation of a Five- Year Diversity Plan; (c) effective recruitment and retention strategies for diversifying student, faculty, and administrative populations," and successes and challenges experienced in our diversification efforts at a predominantly White university.*

Samuel R. Hodge

Assistant Dean of Equity & Diversity The Ohio State University, College of Education Columbus, OH

Delia R. Gamble

Doctoral Student. The Ohio State University, School of Educational Policy & Leadership Columbus, OH

Wendy C. Naumann

Assistant Professor and Diversity Coordinator The Ohio State University, School of Physical Activity & Educational Services (P AES) Columbus, OR

Lisandra Pedraza

Doctoral Graduate Student The Ohio State University, School of Teaching & Learning Columbus, OH

Robert Ransom, Director

Office for Equity & Diversity The Ohio State University, College of Education Columbus, OH

Janet Rivera

Doctoral Graduate Student The Ohio State University, School of Teaching & Learning Columbus, OH

Amaury Samalot-Rivera

Doctoral Graduate Student, The Ohio State University, School of Physical Activity & Educational Services (P AES) Columbus, OR

In summer 2002, an Assistant Dean for Equity and Diversity was appointed by and reports directly to the Dean of the College with oversight of the College's Diversity Team and diversity initiatives (i.e., *5-Year Diversity Plan*). That is, the Assistant Dean for Equity and Diversity carries out the College's diversity- related initiatives on behalf of the Dean's office. Today, the organizational structure established to lead diversity initiatives for the College is comprised of the College's *Diversity Team*, which includes: an Assistant Dean for Equity and Diversity, Director of the Office of Equity and Diversity, College Council's Equity and Diversity Committee; College's human resource manager; Director of the Office of Advancement (Development/Alumni Relations); and school-level coordinators, their diversity committees, and offices of student services. Each school coordinator provides leadership to her or his school's diversity committee and oversight to a graduate administrative associate (GAA) to carry out the diversity initiatives for their respective school.

The focus of this presentation/panel discussion is to discuss (a) our College's Diversity Team as organized with leadership of the aforementioned entities; (b) the implementation of a Five-Year Diversity Plan; and (c) effective recruitment and retention strategies for diversifying the students, faculty, and administrative populations at a predominantly White institution of higher education (PW-IHE). In addition, we will discuss successes and challenges we've experienced in our efforts to ensure a diversity of faculty/administrators, staff, and students at this PW-IHE. To that end, members of the College's Diversity Team will provide a brief historical overview of our diversity structure and plan, discuss

cesses and challenges to our diversity-related initiatives (e.g., recruitment and retention strategies), - and respond to questions from conference attendees.

## esenters

**Samuel R. Hodge**, Ph.D., Associate Professor and Assistant Dean of Equity and Diversity for the College of Education at The Ohio State University (OSU)  
**Isiah R. Gamble** is currently a doctoral student within the School of Educational Policy and Leadership at OSU. She is the founder of the *Institute for African Methodologies (I-AM)*, a newly formed graduate student organization within the College of Education dedicated to the professional and theoretical development of Black graduate students in education.

**Andy C. Naumann**, Ph.D., is an Assistant Professor and Diversity Coordinator for the School of Physical Activity & Educational Services (PAES) at OSU

**Andra Pedraza**, a former faculty member at the University of Puerto Rico, is currently a doctoral graduate student within the School of Teaching and Learning at OSU. She has been instrumental in our diversity efforts specific to recruiting and retaining Latina/Latino graduate students.

**Bert Ransom** is the Director of the College's Office for Equity and Diversity at OSU. Dr. Ransom has served the College in that role for many years with great successes at recruiting, mentoring, and retaining students of color.

**Net Rivera**, a former faculty member at the University of Puerto Rico, is currently a doctoral student within the School of Teaching and Learning at OSU. She has been instrumental in our diversity efforts specific to recruiting and retaining Latina/Latino graduate students.

**Maury Samalot-Rivera**, a former faculty member at the University of Puerto Rico, is currently a doctoral student within the School of Physical Activity and Educational Services at OSU. He has been instrumental in our diversity efforts specific to recruiting and retaining Latina/Latino graduate students.