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A Diversity Structure and Plan that Works: Successes and Challenges

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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.

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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

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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.

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