2018 HEED Award Application

1) What is the complete name of your institution (as you would like it to appear in publication if you are selected as a 2018 HEED Award recipient)?

  Ohio University_____

2) Which type of institution are you applying as?

(x) Baccalaureate-granting (may include graduate and doctoral degrees)
( ) Graduate School only
( ) Law School only
( ) Community College
( ) System Administration Office

3) How would you describe your institution?

(x) Public
( ) Private

4) If you are applying as a Baccalaureate-granting institution or a System Administration Office, what is your full-time enrollment for undergraduate and graduate students?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

( ) Less than 5,000 students
( ) 5,000-9,999 students
( ) 10,000-14,999 students
( ) 15,000-29,000 students
(x) More than 30,000 students

5) If you are applying as a Law School only or Graduate School only, what is your full-time student enrollment? *Not Applicable to Ohio University*

( ) Less than 1,000 students
( ) 1,000-2,999 students
( ) 3,000-4,999 students
( ) More than 5,000 students

6) If you are applying as a Community College, what is your full-time student enrollment?
Not Applicable to Ohio University

( ) Less than 5,000 students
( ) 5,000-9,999 students
( ) 10,000-14,999 students
( ) 15,000-29,000 students
( ) More than 30,000 students

7) What is the percentage of your full-time student enrollment by gender?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

_45%_ Male
_55%_ Female
_____Non-binary
_____Transgender

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff

8) What is the percentage of your full-time student enrollment by race/ethnicity?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

_82%_ White/Caucasian
_5%_ African American/Black
_3%_ Hispanic/Latino
.19%_ Native American
_1%_ Asian American

_.06%_ Native Hawaiian or Pacific Islander
_4%_ Multiracial
_4%_ International
_1%_ Unknown/other

9) What percentage of your student body has identified as being in the following groups (if you don't collect this information, please leave blank)?
Information obtained by Dave Edwards, Director, Veterans and Military Student Services Center

LGBTQ: _____
Veteran: _5%_____
Having a disability: _6%_____

Comments:
Due to recent changes brought on by the Veterans and Military Student Services Center, moving forward, Ohio University will have a more accurate percentage of veterans within our undergraduate, student body.

Ohio University does not collect data on LGBTQ students, faculty or staff.

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10) What is the percentage of your administrative leadership (chancellor, president, provosts, deans, and other executive-level positions) by gender?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

_67%___ Male
_33%___ Female
_____Non-binary
_____Transgender

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff.

11) What is the percentage of your full-time tenured and tenure-track faculty (if you don't have tenured or tenure-track faculty, please leave blank) by gender?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

_61%___ Male
_39%___ Female
_____Non-binary
_____Transgender

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff.

12) What is the percentage of your full-time non-tenure-track faculty by gender?
*Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting,
        Institutional Research – Finalized Fall 2017 Data*

_42%___ Male
_58%___ Female
_____Non-binary
_____Transgender

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff.

13) What is the percentage of your governing board by gender?
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion from www.ohio.edu/trustees

_50%___ Male
_50%___ Female
_____Non-binary
_____Transgender

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff.

14) What is the percentage of your administrative leadership (chancellor, president, provosts, deans, and other executive level positions) by race/ethnicity?
*Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting,
        Institutional Research – Finalized Fall 2017 Data*

_87%___White/Caucasian
_6%____African American/Black
_0%____Hispanic/Latino
_0%____Native American
_0%____Asian American
_0%____Native Hawaiian or Pacific Islander
_1%____Multiracial
_0%____International
_6%____Unknown/other

15) What is the percentage of your full-time tenured and tenure-track faculty (if you don't have tenured or tenure-track faculty, please leave blank) by race/ethnicity?
*Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting,
        Institutional Research – Finalized Fall 2017 Data*

_73%___White/Caucasian
_5%____African American/Black
_4%____Hispanic/Latino
_<1%___Native American
_10%___Asian American
_0%____Native Hawaiian or Pacific Islander
_1%____Multiracial

_3%____International
_4%___Unknown/other

16) What is the percentage of your full-time non tenure-track faculty by race/ethnicity?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

_80%___White/Caucasian
_2%____African American/Black
_2%____Hispanic/Latino
_0%____Native American
_4%____Asian American
_0%____Native Hawaiian or Pacific Islander
_1%____Multiracial
_2%____International
_8%___Unknown/other

17) What is the percentage of your governing board by race/ethnicity?
Information obtained by David Moore, Secretary of the Board of Trustees, Board of Trustees

_78%___White/Caucasian
_22%___African American/Black
_____Hispanic/Latino
_____Native American
_____Asian American
_____Native Hawaiian or Pacific Islander
_____Multiracial
_____International
_____Unknown/other

18) What percentage of your leadership has identified as being in the following groups (if you don't collect this information, please leave blank)?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

LGBTQ: _____
Veteran: _4.4%_____
Having a disability: _2.9%_____

19) What percentage of your faculty has identified as being in the following groups (if you don't collect this information, please leave blank)?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

LGBTQ: _____
Veteran: _2.3%_____
Having a disability: _1.5%_____

Comments:
Ohio University does not collect data on LGBTQ students, faculty or staff.

20) What efforts do you use to recruit historically underrepresented and first-generation students? Check all that apply.

Information obtained by Candace Boeninger, Associate Vice Provost for Strategic Enrollment Management and Director of Undergraduate Admissions, Enrollment Planning Services

[x] Community outreach
- Coordination with I Know I Can, College NOW of Greater Cleveland
- Sponsorship of Tech Savvy STEAM conference for girls

[x] Admissions officers with a diversity focus
- Senior assistant director for diversity in Undergraduate Admissions

[x] On-campus diversity recruitment efforts
- Multicultural Visit Programs (MVP)
- Cultural Connections

[x] Community college bridge programs
- Strategic Transfer Education Plan (STEP)

[x] Pre-college programs for K-12 students
- Special group visits
- High school journalism workshop
- Media Arts and Studies high school workshop
- Summer Law Academy

[x] Social media outreach
- Facebook @ohiouadmissions
- Twitter @ohiou, @ohiouadmissions, @ouomsar

[ ] National strategic partnerships (Posse Foundation, Questbridge, etc.)

[x] Race-conscious scholarships
- Templeton Award
- Rankin Award

[x] Economic-conscious scholarships
- Pathway Award

[x] Holistic admissions process
- All undergraduate admission review
- Transition Success Program opportunities for borderline students

[x] Recruiter attendance at underrepresented student conferences
- United States Hispanic Leadership Institute (USHLI)

[x] Other: Ohio University Recruiting Society (O.U.R.S) student organization to promote multicultural recruitment

Comments:
None at this time.

21) What efforts do you use to improve retention and graduation rates for historically underrepresented and first-generation students? Check all that apply.

Information obtained by Elizabeth Sayrs, Interim Executive Vice President and Provost, Provost Office; Wendy Merb-Brown, Assistant Dean, Operations and Learning Community Programs, University College; Carey Busch, Interim Dean, University College; Candace Boeninger, Associate Vice Provost for Strategic Enrollment Management and Director of Undergraduate Admissions, Enrollment Planning Services

[x] Campus-wide strategic retention plan
- Strategic enrollment management plan
- Student success advisor embedded central advising model

[x] Institutional research on student success patterns
- Retention study

- Research on First-Generation, Pell-eligible, and under-represented student success and completion
- Research on regional campus student success and completion

[x] Cohort-based academic success and leadership programs
- LINKS
- OHIO Honors Program pilot (new fall 2018)
- Margaret Boyd Scholars
- College Achievement Program (CAP)

[x] Academically themed diverse student organizations
- Black Student Business Caucus
- National Society for Black Engineers

[x] Supplemental instruction
- Supplemental instruction coordinated through Academic Achievement Center (AAC)

[x] Free tutoring support
- College Achievement Program (CAP)
- Math and Science Center
- OHIO First Scholars
- LINKS

[x] Culturally relevant advising
- Appreciative advising model
- OMSAR advising

[x] Early warning systems
- My OHIO Success Network (Starfish)

[x] First-year experience programs
- Learning Community Programs
- OHIO First Scholars
- LINKS
- Bobcat Student Orientation

[ ] Summer bridge programs

[x] Mentorship programs
- LINKS
- OHIO First Scholars

[ ] Other: _____

Comments:
None at this time.

22) Tell us about any new programs and initiatives you have started in the last 12 months to assist in recruitment and/or retention of underrepresented students.
Information obtained by Candace Boeninger, Associate Vice Provost for Strategic Enrollment Management and Director of Undergraduate Admissions, Enrollment Planning Services

Ohio University's Undergraduate Admissions have developed intentional relationships with college access organizations and are piloting a variety of engagement opportunities, including targeted campus visit opportunities for students from major metropolitan public schools and the access counselors who serve them. They have also reworked their organizational structure to allow a wider range of staff members to influence and be accountable for recruitment and enrollment of underrepresented students.

23) Baccalaureate-granting institutions only: What are your six-year graduation rates for full-time undergraduate students in the following groups?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting,
    Institutional Research – Finalized Fall 2017 Data

Overall: _64%_____
White/Caucasian: _65%_____
African American/Black: _53%_____
Hispanic/Latino: _57%_____
Native American: _83%_____
Asian American: _57%_____
Native Hawaiian or Pacific Islander: _17%_____
Multiracial: _48%_____
International: _71%_____
Unknown: _61%_____

Comments:
None at this time.

24) Community Colleges only: What are your three-year graduation rates for full-time students in the following groups? *Not Applicable to Ohio University*

Overall: _____
White/Caucasian: _____
African American/Black: _____
Hispanic/Latino: _____
Native American: _____
Asian American: _____
Native Hawaiian or Pacific Islander: _____
Multiracial: _____
International: _____
Unknown: _____

Comments:

25) Law Schools and Graduate Schools only: What are your three-year graduation rates for full-time students in the following groups? *Not Applicable to Ohio University*

Overall: _____
White/Caucasian: _____
African American/Black: _____
Hispanic/Latino: _____
Native American: _____
Asian American: _____
Native Hawaiian or Pacific Islander: _____
Multiracial: _____
International: _____
Unknown: _____

Comments:

26) What strategies does your institution use to recruit diverse faculty? Check all that apply.
Information obtained by Howard Dewald, Associate Provost for Faculty and Academic Planning, Provost Office

[ ] Faculty strategic diversity plan
[ ] Dedicated faculty diversity recruitment specialist
[x] National partnership efforts
   • Higher Education Recruitment Consortium (HERC)
[x] Advertise in diversity publications and/or job boards
[x] Attend diversity-focused recruitment events
   • Higher Education Recruitment Consortium (HERC)
   • Southern Regional Education Board (SREB)
[x] Strategic funds used to increase financial offers to diverse job candidates
   • Opportunity Hire
[ ] Grant-funded initiatives to increase retention (NSF Advance program, etc.)
[x] Strategic funds being used to hire diverse candidates
   • Opportunity Hire
[ ] Host future faculty diversity symposiums on campus
[ ] Diversity-themed postdoctoral fellowships
[ ] Diverse faculty exchange programs with HBCUs, MSIs, etc.
[ ] Pipeline programs for future faculty

Comments:
None at this time.

27) What strategies does your institution use to retain diverse faculty? Check all that apply.
Information obtained by Howard Dewald, Associate Provost for Faculty and Academic Planning, Provost Office

[ ] Shorter tenure time lines
[x] Mentor programs for diverse faculty
   • Multicultural Junior Faculty Mentoring Program
[x] Graduate research support for new diverse faculty
[x] Start-up research funds for new diverse faculty
[x] Affinity or employee resource groups
   • Higher Education Recruitment Consortium (HERC)
[ ] Participation in diversity-related programming is considered in tenure and promotion processes
[ ] Other: _____

Comments:
None at this time.

28) Tell us if you require any of the following regarding your search committees. Check all that apply.
Information obtained by Sara Trower, Executive Director Civil Rights and Accessibility, Provost Office

[ ] We require our search committees to include at least one person from an underrepresented group
[ ] We require all applicants to include any diversity accomplishments in their CV
[ ] We require a diverse pool of applicants in the hiring process

[x] We insure that necessary accommodations are made for any applicant with a disability
[x] We require search firms we use to include diverse candidates in the final pool of all candidates

Comments:
In reference to the third option, "We require a diverse pool of applicants in the hiring process," Ohio University's University Equity and Civil Rights Compliance reviews the search pools and looks at the search efforts to reach and recruit persons from diverse backgrounds and experiences. If the search has done so, then we will approve the search regardless of the pool's ultimate composition. If it has not done so and there are no diverse applicants, then we would reject the pool.

29) Tell us about any pipeline programs your school has with other institutions of higher education or that you have created within your own institution that focus on the recruitment of diverse faculty.
Information obtained by Nick Wortman, Director of HR Services and Rich Schmaltz, Human Resources Liaison, both from University Human Resources

- None at this time.

30) Which diversity publications and/or job boards do you currently use to attract diverse job candidates? Please limit your response to a maximum of 5.

diversityjobs.com
africanamericanhires.com
alllgbtjobs.com
allhispanicjobs.com

31) Tell us about any new programs and initiatives you have started in the last 12 months to assist in the recruitment and/or retention of underrepresented faculty.
Information obtained by Nick Wortman, Director of HR Services, University Human Resources

In 2017 Ohio University rolled out two module courses for search committee chairs and members:
- *Module One is geared towards search committee chairs and focuses on establishing inclusive search committees, introducing biases, and writing inclusive job descriptions and recruitment plans.*
- *Module two is geared towards search committee members and focuses on inclusive candidate evaluation and selection processes, and discusses the impact of biases during these stages.*

These sessions are offered on a regular base centrally and can be delivered by request to any search committees, departments or groups by the unit's HR Liaison. Human Resources offers a monthly newsletter and monthly "lunch and learns" to alumni of the search committee trainings. The topics of these activities are meant to further the conversations around topics covered during the training sessions and encourage continued learning and dialogue regarding best practices in inclusive search and selection activities.

32) Indicate the role the president/chancellor (or dean if you are a law school or graduate school) plays in your campus diversity policies.
Add any additional information about the president/chancellor/dean's role in ensuring the execution of campus diversity efforts. Include any explanations of your responses to this question that you feel are important.
Information obtained by Jason Pina, Vice President of Student Affairs and Interim Chief Diversity Office

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	N/A
Ensures that resources (financial and staffing) are available to drive campus diversity efforts	(x)	( )	( )	( )	( )	( )
Charges the campus-wide diversity committee	(x)	( )	( )	( )	( )	( )
Creates a culture of accountability	(x)	( )	( )	( )	( )	( )
Shows a visible commitment to diversity in speeches, written correspondence, and public appearances	(x)	( )	( )	( )	( )	( )
Ensures that senior leadership is engaged in campus diversity strategies	(x)	( )	( )	( )	( )	( )

Comments:
One of President Nellis' strategic pathways is to become a national leader for diversity and inclusion. Since President Nellis' inauguration, he has promoted the position of Ohio University's Vice Provost for Diversity and Inclusion to a Vice President for Diversity and Inclusion. In addition, he has secured $780,000 to be added to the Office for Diversity and Inclusion's annual budget and $800,000 for the Office for Diversity and Inclusion's Opportunity Hire.

33) What strategies does your institution have in place to ensure diversity planning and accountability? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[x] Our institution's official mission statement includes diversity and inclusion as one of its core values
[x] Our diversity and inclusion goals and plans are embedded in the campus-wide strategic plan

[ ] Our institution requires a diversity plan from each of our individual schools
[ ] Our campus has a centralized diversity plan
[x] Our institution has a campus-wide diversity committee or taskforce
[ ] We use a diversity scorecard to measure our diversity progress
[x] Our diversity office has the opportunity to formally report on campus diversity plans, successes, challenges, and opportunities at meetings of our governing board
[x] Our diversity office submits and makes public an annual diversity report

Comments:
None at this time.

34) Indicate the degree to which you agree or disagree with the following statements regarding the activation of your diversity plan.
Information obtained by Jason Pina, Vice President of Student Affairs and Interim Chief Diversity Office

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	N/A
Senior leadership ensures that diversity is prioritized in their respective schools, colleges, and divisional units	( )	(x)	( )	( )	( )	( )
Our chief diversity officer provides point leadership in the campus-wide implementation process	(x)	( )	( )	( )	( )	( )
Our campus-wide diversity committee ensures that many different people are involved in shaping the campus diversity plan	( )	(x)	( )	( )	( )	( )
Student opinions play a key role in leading diversity-related change efforts on our campus	( )	(x)	( )	( )	( )	( )

	( )	(x)	( )	( )	( )	( )
Campus diversity efforts are data-driven and evidence-based	( )	(x)	( )	( )	( )	( )
Adequate financial resources exist to drive campus diversity efforts	( )	(x)	( )	( )	( )	( )

Comments:
None at this time.

35) Identify any diversity-focused financial strategies that exist at your institution. Check all that apply.
Information obtained by Catherine Allgood, Director of Development, Major Giving, Development

[ ] Diversity goals are embedded in the overall budget process
[x] We have an annual diversity fundraising campaign
- Urban Scholars
- Appalachian Scholars

[ ] We have campus-wide diversity incentive grants
[ ] We apply for federal diversity grants (NSF, NIH, Dept. of Education, etc.)
[x] We have a dedicated development officer focused on diversity
- Executive Director for Special Initiatives

[x] We have a qualified diversity endowment fund
- Urban Scholars
- Appalachian Scholars

[x] We have a diversity-themed alumni fundraising campaign
- Ebony Bobcat Network

[ ] We have financial resources set aside for internal diversity and inclusion awards
[ ] Other: _____

Comments:
Our development officer that focuses on diversity splits her time on other initiatives.

36) Does your institution offer training programs for each of the following groups at your institution?
Information obtained by Jason Pina, Vice President of Student Affairs and Interim Chief Diversity Officer

	Sexual Harassment Training	Diversity Training	Unconscious Bias Training	N/A
Adjunct faculty	Yes		Yes	
Full-time non-tenured faculty	Yes		Yes	
Full-time staff	Yes	Yes	Yes	
Governing board members	Yes		No	
Search committee heads	Yes	Yes	Yes	
Search committee members	Yes	Yes	Yes	
Full-time students	Yes	Yes	Yes	
LGBTQ training for athletic department staff			Yes	
Senior leadership	Yes		Yes	
Campus police force	Yes		Yes	

Comments:
None at this time.

37) When does diversity training take place (required and/or voluntary) for each of the following groups at your institution?

Information obtained by Jason Pina, Vice President of Student Affairs and Interim Chief Diversity Officer

	Upon Hiring	Annually	Every Two Years	Other Timeline	N/A
Adjunct faculty	( )	( )	( )	(x)	( )
Full-time non-tenured faculty	( )	( )	( )	(x)	( )
Full-time staff	(x)	(x)	( )	( )	( )
Governing board members	( )	( )	( )	(x)	( )
Search committee heads	( )	( )	( )	(x)	( )
Search committee members	( )	( )	( )	(x)	( )
Full-time students	(x)	(x)	( )	( )	( )
LGBTQ training for athletic department staff	( )	( )	( )	( )	(x)
Senior leadership	( )	( )	( )	(x)	( )
Campus police force	( )	( )	( )	(x)	( )

Comments:
None at this time.

38) Identify which of the following your institution uses to understand issues of climate, inclusion and satisfaction. Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[x] Campus-wide climate survey for students - when was the last one you administered (month and year)?: The Education Advisory Board (EAB) issued a survey to measure students'_____ experiences with diversity, inclusion and sexual violence at Ohio University in April 2018._
[x] Campus-wide climate survey for administrators - when was the last one you administered (month and year)?: _Spring 2014_____
[x] Campus-wide climate survey for faculty -when was the last one you administered (month and year)?: _Spring 2014_____
[x] Campus-wide climate survey for staff - when was the last one you administered (month and year)?: _Spring 2014_____
[x] Exit interviews for students
- *We offer optional* **exit interviews for students** *who are transferring to another institution or taking a break from college all together.*
[x] Exit interviews for employees
- *We offer optional* **online exit interview** *for employees*
[ ] Diversity mapping of institutional capabilities
[ ] Diversity benchmarking efforts
[ ] Follow-up with job candidates who were offered a position but did not accept it to determine their reasoning
[ ] Other: _____

Comments:
None at this time.

39) If you administered a campus-wide climate survey in the past two years, what actions have you taken on campus based on the results of your survey(s)?
Information obtained by Tyrone Carr, Special Assistant to the Vice Provost for Diversity and Inclusion, Office for Diversity and Inclusion

- The EAB's student survey was completed in April. Results, meetings and plans moving forward are pending.

40) Which of the following multicultural branding and communication techniques does your institution use? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[x] Social media used for multicultural marketing (YouTube, Facebook, Instagram, Twitter, etc.)
[ ] Multicultural communications specialist
[x] Diversity-focused admissions materials and brochures
[x] Marketing/advertising in diversity publications and websites
[x] Student ambassadors communicate campus diversity to prospective students and parents
- Ohio University Recruiting Society (O.U.R.S.)
- Multicultural Leadership Ambassadors
[x] Display diversity awards on our website
- Francine Childs Diversity Leadership Award
[x] Link to our diversity office and/or programming on our website homepage
- www.ohio.edu
  - Click on "Life At OHIO"

[ ] If your institution is a past HEED Award recipient, tell us how you have used this national honor to market your school (use of the HEED Award logo, marketing brochures, public announcements, etc.): _____

Comments:
None at this time.

41) Which of the following offices does your campus have? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[x] Diversity office
[x] LGBTQ office
[x] Veterans' office
[x] Disability services office
[x] International office
[ ] Supplier diversity office
[ ] Religious services office
[x] Multicultural affairs office

Comments:
While Ohio University does not have a religious services office, the university does have the University Interfaith Association (UIA). The UIA is an association of clergy and campus ministers from the Athens religious community committed to meeting the religious and spiritual needs of Ohio University students, faculty and staff. Members of UIA provide advice and counsel to the Dean of Students on matters of campus religious activity and student spiritual development. UIA members are eligible to serve as advisors to registered student organizations at Ohio University.

42) Which of the following diversity-related information appears on your website? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[x] Our procurement/supplier diversity office page lists opportunities for minority- and women-owned businesses
   • www.ohio.edu/finance/purchasing/supplier-information
[x] Our study abroad office page includes specific opportunities for underrepresented students (scholarships, etc.)
   • https://www.ohio.edu/global/diversity/funding.cfm
[x] Our disability services office page links to our career services page
   • www.ohio.edu/careerandleadership/resources/students-with-disabilities.cfm
   • www.ohio.edu/uc/sas/accommodations-after-ohio
[x] Our international office page includes information about groups, clubs, etc. for international students
   • www.ohio.edu/global
[x] Our human resources page includes information about affinity/employee resource groups
   • www.ohio.edu/hr/employment/Employee-Involvement.cfm#orgs
[ ] Our human resources page includes information about diversity training
[x] Every open job posting listed on our human resources page includes an AA/EEO statement
   • https://www.ohiouniversityjobs.com/
[x] A link to information about our campus diversity appears on our website home page

- www.ohio.edu
  - Click on "Life At OHIO"

Comments:
None at this time.

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43) Tell us about any diversity-related awards/recognitions your institution has received over the past year.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

- None at this time.

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44) How is your chief diversity officer's role situated for success? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[ ] We don't have a dedicated chief diversity officer
[x] Our chief diversity officer reports to the president
[x] Our chief diversity officer position is an executive-level or cabinet position
[x] Our chief diversity officer has his/her own budget
[ ] Our chief diversity officer has a deciding vote on the diversity council
[x] Our chief diversity officer can attend governing board meetings and present the case for campus diversity
[x] Our chief diversity officer has input into the budget allocated to his/her office

Comments:
None at this time.

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45) How does your institution help students develop cultural competence? Check all that apply.
Information obtained by Elizabeth Sayrs, Interim Executive Vice President and Provost, Provost Office, Wendy Merb-Brown,
Assistant Dean, Operations and Learning Community Programs, University College and Amanda Graham, Executive
Assistant, Office for Diversity and Inclusion

[x] We have a general education diversity requirement
- Breadth of knowledge requirement in "cross-cultural perspectives," which includes diversity courses
[ ] Faculty are requested, where applicable, to incorporate diversity into their curriculum
[x] We have diversity courses for students
- Numerous courses in African-American Studies, Women's, Gender, and Sexuality Studies, Political Science, Sociology
- Undergraduate Diversity Studies Certificate
[x] We have multicultural events on campus
- www.ohio.edu/culturalcenter/events.cfm
[x] We have multicultural student clubs and organizations
- www.ohio.edu/culturalcenter/resources.cfm
[x] Issues of diversity are woven into the first-year experience program
- Learning Communities
- Bobcat Student Orientation

[x] We offer opportunities for Pell Grant students to study abroad
- www.ohio.edu/global/goglobal/students/funding.cfm#_

[ ] Other : _____

Comments:
None at this time.

46) Does your institution celebrate the following? Check all that apply.
*Information obtained by Dr. Winsome Chunnu, Strategic Director for Diversity and Inclusion and Multicultural Programs and
       Initiatives, Multicultural Programs & Center and Dianne Bouvier, Director of Equal Opportunity and Accessibility,
       Office of Equal Opportunity & Accessibility*

[x] African American History Month
[x] Women's History Month
[ ] Asian-Pacific American Heritage Month
[x] National Hispanic Heritage Month
[ ] National Disability Employment Awareness Month
[x] Native American Heritage Month
[x] Martin Luther King Jr. Day
[x] LGBTQ Pride Month

Comments:
Asian-Pacific American Heritage Month was celebrated when Ohio University was on the
quarters system; however, since moving to the semester system it is no longer celebrated since it
falls in the month of May and school is not in regular session.

**47) Which of the following affinity/employee resource groups do you have or plan to create
in the next year at your institution? Check all that apply.**
*Information obtained by Dr. Winsome Chunnu, Strategic Director for Diversity and Inclusion and Multicultural Programs and
       Initiatives, Multicultural Programs & Center, Dianne Bouvier, Director of Equal Opportunity and Accessibility, Office
       of Equal Opportunity & Accessibility, and delfin bautista, Director, Lesbian, Gay, Bisexual, Transgender Center*

[x] African American
- Caucus of Educators and Staff of African Descent
[x] Hispanic/Latino
- Latino Caucus
[ ] Asian American/Pacific Islander
[ ] Native American
[x] Disability
- Accessibility Liaisons
[ ] Veterans
[ ] LGBTQ
[ ] Women
[ ] Religious
[ ] Multiracial
[ ] Other: _____

Comments:
None at this time.

48) Please respond to the following statements regarding your institution's diversity council. Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion

[ ] We don't have a diversity council
[x] Our diversity council reports to the president
[x] Our diversity council meets at least quarterly
[x] Our diversity council members include administrators
[x] Our diversity council members include faculty
[x] Our diversity council members include staff
[x] Our diversity council members include students
[ ] Our diversity council members include governing board members
[x] Our diversity council has input on campus-wide diversity planning

Comments:
None at this time.

49) Does your institution offer the following? Check all that apply.
Information obtained by Amanda Graham, Executive Assistant, Office for Diversity and Inclusion and delfin bautista, Director, Lesbian, Gay, Bisexual, Transgender Center

[x] Gender-neutral bathrooms
 • *www.ohio.edu/lgbt/universityresources*
[x] Same-sex partner healthcare benefits for employees
 • *www.ohio.edu/hr/benefits/domestic_partner_details*
[x] Trans-inclusive health benefits
 • *www.ohio.edu/hr/benefits/domestic_partner_details (faculty/staff) - Page 12*
 • *www.ohio.edu/medicine/community-health/campus-care/upload/2014-1103-2 Brochure.pdf (students) - Page 9*

Comments:
None at this time.

50) Which of the following accommodations does your institution offer for students with disabilities? Check all that apply.
Information obtained by Stephen Wood, Associate Vice President for Facilities Management and Safety, Facilities Management; Shawna Bolin, Associate Vice President of University Planning, University Planning

[x] Sign language translators in the classroom
[x] Textbooks in braille
[ ] Section 508 website compliance
[x] Computer-assisted real-time captioning
[x] Instructional materials in accessible formats
[x] Online learning systems accessible to all students
[x] Wheelchair-accessible curbs and building ramps
[ ] Elevators in all buildings (excluding certified historic ones)
[x] Wheelchair-accessible buildings (excluding certified historic ones)
[x] Accessible online employment application

Comments:

Ohio University is undertaking a comprehensive campus-wide assessment of ADA to resolve any remaining issues within a set time period. However, given our topography and campus, other means have been put in place, such as CatCab, which offers door-to-door service.

Ohio University has several buildings that are contributing buildings in historic districts:
- Ohio University Campus Green Historic District: 27 contributing buildings
- Athens State Hospital (The Ridges): 20 contributing buildings

51) Has your institution experienced any of the following incidents on campus? If yes, tell us how you responded. Check all that apply.
Information obtained by Jason Pina, Vice President of Student Affairs and Interim Chief Diversity

	Did Nothing	Called the police	President responded with a positive message in a public forum	Other administrator(s) responded with a positive message in a public forum	Only the chief diversity officer was asked to address the situation	Media presence was the triggering factor for resolving the issue	Ongoing resolutions are being addressed by campus leadership	Protest continue because campus response was not acceptable
Student protest on campus		X					X	
List of demands from student groups for changes to be made on campus			X	X			X	
Hate speech and/or discriminatory language in public areas on campus		X	X	X			X	
Vandalism of any buildings on campus		X	X	X			X	
Had an invited speaker on campus that was not well received		X	X	X			X	
Political protest on campus before or after the 2016 election		X					X	

Comments:
None at this time.

52) To what extent have you met your strategic diversity goals for the following?
Information obtained by Elizabeth Bennett, Associate Director for Data Management, Analysis & Reporting, Institutional Research – Finalized Fall 2017 Data

	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree	N/A
We have increased the number of female full-time non-tenured faculty over the past three years	( )	(x) 21% increase 178 (2015) 215 (2017)	( )	( )	( )	( )
We have increased the number of female full-time tenured faculty over the past three years	( )	( )	(x) 4% increase 323 (2015) 335 (2017)	( )	( )	( )
We have increased the racial and ethnic diversity of full-time non-tenured faculty over the past three years	( )	(x) 22% increase 29 (2015) 37 (2017)	( )	( )	( )	( )
We have increased the racial and ethnic diversity of our leadership over the past three years	( )	( )	( )	( )	(x) 50% decrease 10 (2015) 5 (2017)	( )
We have increased the number of women in leadership positions over the past three years	( )	( )	( )	(x) 12% decrease 26 (2015) 23 (2017)	( )	( )
We have increased the number of female STEM faculty members over the past three years	( )	( )	(x) 5% increase 194 (2015) 203 (2017)	( )	( )	( )
We have increased the number of full-time underrepresented students over the past three years	( )	( )	(x) 6% increase 3,018 (2015) 3,189 (2017)	( )	( )	( )

Comments:
None at this time.

53) How did you hear about the HEED Award?

(x) Past award recipient or applicant
( ) Colleague
( ) Search engine
( ) Conference
( ) INSIGHT Into Diversity e-newsletter
( ) INSIGHT Into Diversity magazine
( ) Other: _____

54) Please tell us why you applied for the HEED Award.

President Nellis has received this award at his previous institution and has particularly inspired us to examine our work towards becoming the most diverse and inclusive university as possible. The President and his senior leadership feel the HEED Award application is a useful tool to measure progress in effort to become a more diversified and inclusive community. We view growing and development as one of the most preeminent recognitions of an institution. Because Ohio University recognizes several areas for improvement, we feel the HEED award will help the university achieve new levels of distinction.

55) Please provide any feedback regarding the HEED Award or this application. We appreciate your comments!

Ohio University would suggest that information is asked or required from where each university's data is coming from to ensure that it is from a reliable source and that all universities are measuring data in the same manner and of the same year as other intuitions.

56) I am a representative of my institution and hereby certify to the best of my ability that the information submitted in this application is accurate.

Name: _Amanda Graham_____
Title: _Executive Assistant_____
Email address: _grahama4@ohio.edu_____

57) Please provide contact information for your chief diversity officer (or the person we should contact if your institution is selected as a 2018 HEED Award recipient).

Name (include credentials): _Dr. Jason Pina_____
Title: _VP for Student Affairs and Interim Chief Diversity Officer_____
Email address: _jbpina@ohio.edu_____
Physical mailing address 1 (NO P.O. BOXES): _Ohio University_____
Physical mailing address 2: _____
City: _Athens_____
State: _Ohio_____
Zip code: _45701_____
Phone number: _740-593-2580_____

58) Please provide contact information for your director of marketing.

Name: _Mark Krumel_____
Title: _Senior Director, Marketing Services_____
Phone number: _740-593-1927_____
Email address: _krumel@ohio.edu_____

59) Please provide contact information for your director of public relations (if different from above).

Name: _Carly Leatherwood_____
Title: _Senior Director, Communication Services_____
Phone number: _740-597-1940_____
Email address: _leatherc@ohio.edu_____