

AUGUST 16, 2019
COLUMBUS, OH

**SCALING THE ROI ON TALENT,
DIVERSITY AND PARTNERSHIP**

MARSHA
ERSHAGHI HAMES
LRN

DR. JAMES L. MOORE III
THE OHIO STATE UNIVERSITY

SPONSORED BY SCCE
University of Columbus
SCHOOL OF COLLEGE EDUCATION

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Introduction

James L. Moore III, PhD

- Vice Provost for Diversity and Inclusion and Chief Diversity Officer
- Executive Director for Bell National Resource Center on the African American Male
- EHE Distinguished Professor of Urban Education



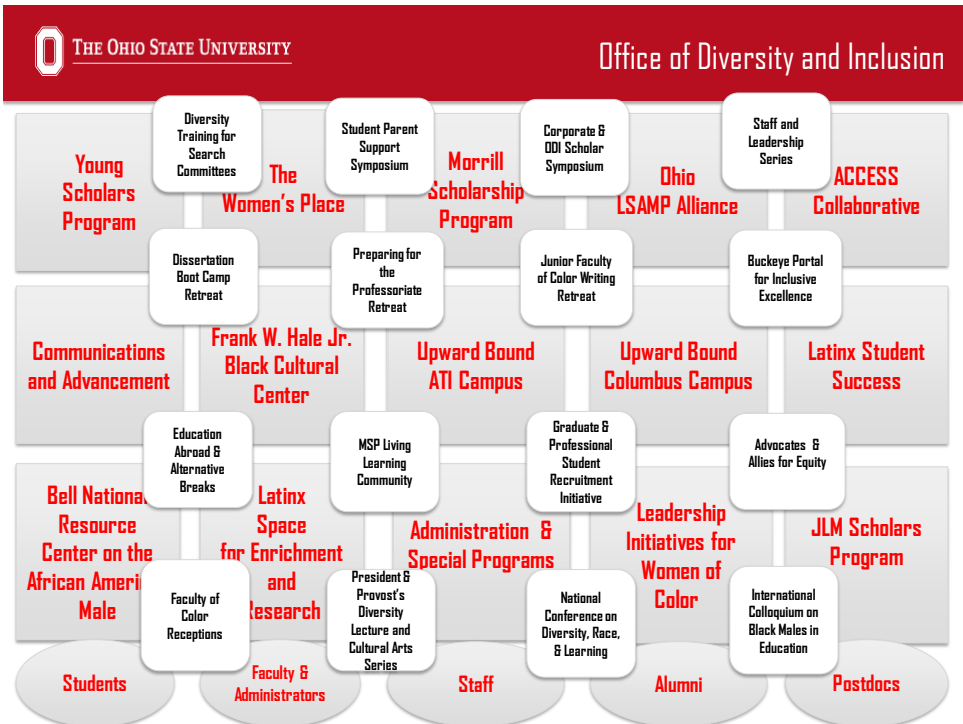
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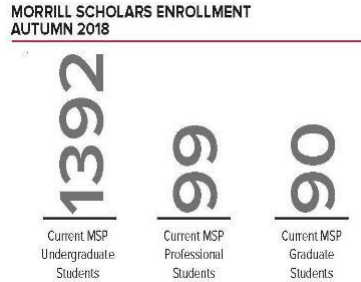


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The **Morrill Scholarship Program (MSP)** is the largest scholarship program of its kind, rewarding over 300 scholarships to high school seniors each year. These scholarships are awarded to students who show commitment to academics, diversity and social justice by excelling in the classroom and making a positive impact in their communities.

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The Young Scholars Program supports academically talented first generation students with high financial need to advance their goal to pursue higher education.

- Academic coaching and mentoring
- College preparation
- Academic, leadership, and social engagement at Ohio State
- Guided major and career exploration
- A need-based scholarship to attend **The Ohio State University!**



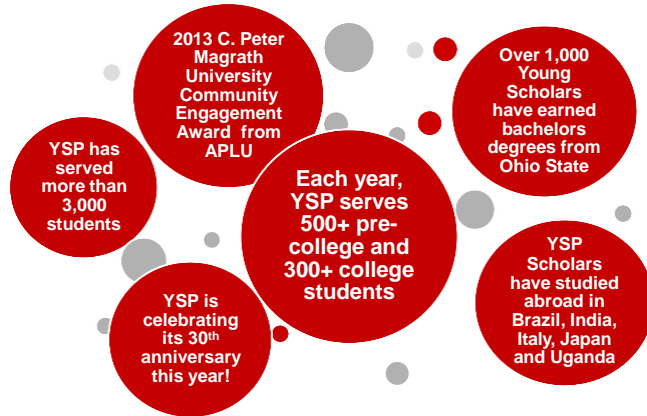
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YSP Points of Pride!



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A Comprehensive College Experience for Single-Parent Students (ACCESS)

ACCESS Collaborative promotes college success for under-resourced, single parent students with full physical custody of their children by coordinating university and community resources/services.

MISSION

- Increase the retention and minimize barriers to graduation
- Work with the family together to break the cycle of poverty

WHO WE SERVE

- Single parent students who are full time with a minimum GPA of 2.3
- Part-time students (no minimum GPA and physical custody not required) are eligible for limited services and programs

KEY OUTCOMES

- Over 400 alumni
- 90% first year retention rate
- Serves an average of 40 students annually
- Annual graduation rate of 80%
- Average GPA 3.2



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Latinx Space for Enrichment and Research (LASER) provides a safe space of enrichment and research for Latinx students and supports pre-collegiate outreach and mentoring.

LASER Pre-Collegiate Mentoring

- 9 Mentoring Hubs
- 21 Hub Coordinators
- Serving 175 High School Latinx Students in Franklin County



LASER Latino Role Models Day

- 40 Role Models
- 50 Undergraduate Mentors/Volunteers
- Serving 450 High School Latinx Students



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Graduate & Professional Student Resources: ODI offers a number of access and engagement opportunities for graduate and professional students.



The Bell Fellows Program is a mentoring and professional development program for PhD students working on topics related to African American males.

Dissertation Boot Camp is a writing retreat that provides underrepresented PhD candidates with the time and space to work on their dissertations with other Ohio State students and faculty.



Preparing for the Professoriate Retreat is designed to prepare current Ohio State doctoral students for graduate school admission and the demands that accompany the professoriate experience.

Graduate/Professional Student Recruitment Initiative is Ohio State's premier diversity recruitment program for students considering post-baccalaureate studies at Ohio State.

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The Women's Place (TWP)

The Women's Place works to create an equitable climate at Ohio State in which women faculty and staff have the opportunity to advance, lead and thrive. TWP catalyzes change at the university by focusing on these four areas: policy, culture, leadership, and reporting the status of women.

Culture Change

- **Implicit Bias and Privilege:** TWP is leading the NSF-funded Advocates & Allies for Equity initiative, which engages men in gender equity work.
- **Art of Hosting Meaningful Conversations:** 300+ faculty and staff have attended these trainings to learn ways of bringing equity of voice to planning and decision-making processes.

Policy:

- TWP's work includes policy development, for example:
- Mandatory search committee training
 - Extension of the tenure clock for birth, adoption or other issues
 - Sexual harassment
 - Consensual sexual relationships



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PARTNERSHIP

- Secured a J. P. Morgan Chase gift (\$2.5 million) for the Morrill Scholarship Program and Young Scholars Program.
- Secured a collaborative grant (\$4.5 million) from the National Science Foundation for the Ohio Louis Stokes Alliances for Minority Participation (LSAMP) program, involving multiple Ohio institutions of higher learning.
- Secured a major gift (\$871,467) from Robert and Missy Weiler to create the JLM Scholars Program, targeting low-income and underrepresented undergraduate students who transfer from Columbus State Community College to The Ohio State University.
- Secured Child Care Access Means Parents in School (CCAMPIS) grant for \$1,414,328 (over four years) to create an Ohio State CCAMPIS program, which will provide high-quality, accredited child care services to 45 Pell eligible student parents at Ohio State. [
- Secured funding from Ohio State Energy Partners (OSEP), in the amount of \$50,000, to establish an Education Abroad Access and Affordability Initiative

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PARTNERSHIP

- Selected as the finalist for a United States Agency International Development (US AID) co-creation grant (\$3,000,000) – Higher Education Partnerships in Dominican Republic.
- Hired four ODI Faculty Fellows.
- Increased yield of Morrill Scholars – a total of 412 incoming students will matriculate in the Fall (2019).
- Worked closely with leadership in different colleges (e.g., College of Education and Human Ecology, College of Arts & Sciences, etc.) and non-academic units to recruit and retain underrepresented faculty.
- Re-established the National Parent Student Support Symposium, and Leadership Initiatives for Women of Color.
- Hired, in collaboration with Counseling & Consultation Services, a full-time embedded mental health counselor within ODI.
- Celebrated 30th-Year Anniversary of Young Scholars Program.

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