



OHIO
UNIVERSITY

Division of Diversity and Inclusion

2022 ANNUAL REPORT

DIVERSITY IS UNDERSTANDING MADE VISIBLE

D&I ANNUAL REPORT CONTENTS

- 3 | Message from the interim Vice President for Diversity and Inclusion**
- 5 | Division's Organizational Chart**
- 6 | Office of the Vice President for Diversity and Inclusion**
- 10 | Lesbian, Gay, Bisexual, Transgender Center**
- 12 | Multicultural Center**
- 14 | Office of Multicultural Success and Retention**
- 16 | Women's Center**
- 19 | University-wide Efforts**
- 39 | University Demographics**

It is my great pleasure to share with you the OHIO Division of Diversity and Inclusion's FY 21 annual report, which highlights our division-wide efforts as well as the four centers/offices within our Division: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center, the Multicultural Center (MCC), the Office of Multicultural Success and Retention (OMSAR), and the Women's Center (WC). This report also celebrates the collective work on diversity and equity that is being driven by OHIO's academic and administrative units.

Over the past year, we have faced many difficult realities related to the COVID-19 pandemic and systemic racial, ethnic, economic, political, and social injustices, and we have continued to engage our campus community in urgent and action-focused dialogue on these issues and many others. As we continue to navigate the pandemic, we are renewed in our conviction that education is the key driver of progress, inclusion, and equity. Even during times of great challenge, our community will remain united in our commitment to a diverse, vibrant, and inclusive campus.

In the spring of 2021, our Inclusive Excellence Strategic Plan earned unanimous approval from the Ohio University Board of Trustees and will serve as a blueprint for academic and administrative units across campus. In articulating both a vision and concrete action steps, we are making the case for why diversity and inclusion matter. The research is clear: Inclusive excellence promotes greater student achievement, staff satisfaction and retention, and lifelong ties between our graduates and OHIO. For us, diversity and inclusion is more than an aspiration – it is a vital component of a sustainable, anti-racist, cohesive, and strong campus community that celebrates difference and equity.

Since Spring 2019, our team has engaged in countless campus-wide conversations – including with the D&I Advisory Council, the Diversity Leadership Institute, and feedback sessions with campus constituencies – to ensure that many voices could provide feedback on strategic priorities. Together, we identified the four key goals in the Inclusive Excellence Strategic Plan:

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

Diversity and inclusion remains critical to OHIO's core mission of teaching and learning, and I know that OHIO is prepared to drive that mission forward with conviction, determination, and compassion for all. For this reason, I am excited for another great year in FY22. 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.

Sincerely,

Dr. Salome Nnoromele

Interim Vice President for Diversity and Inclusion

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

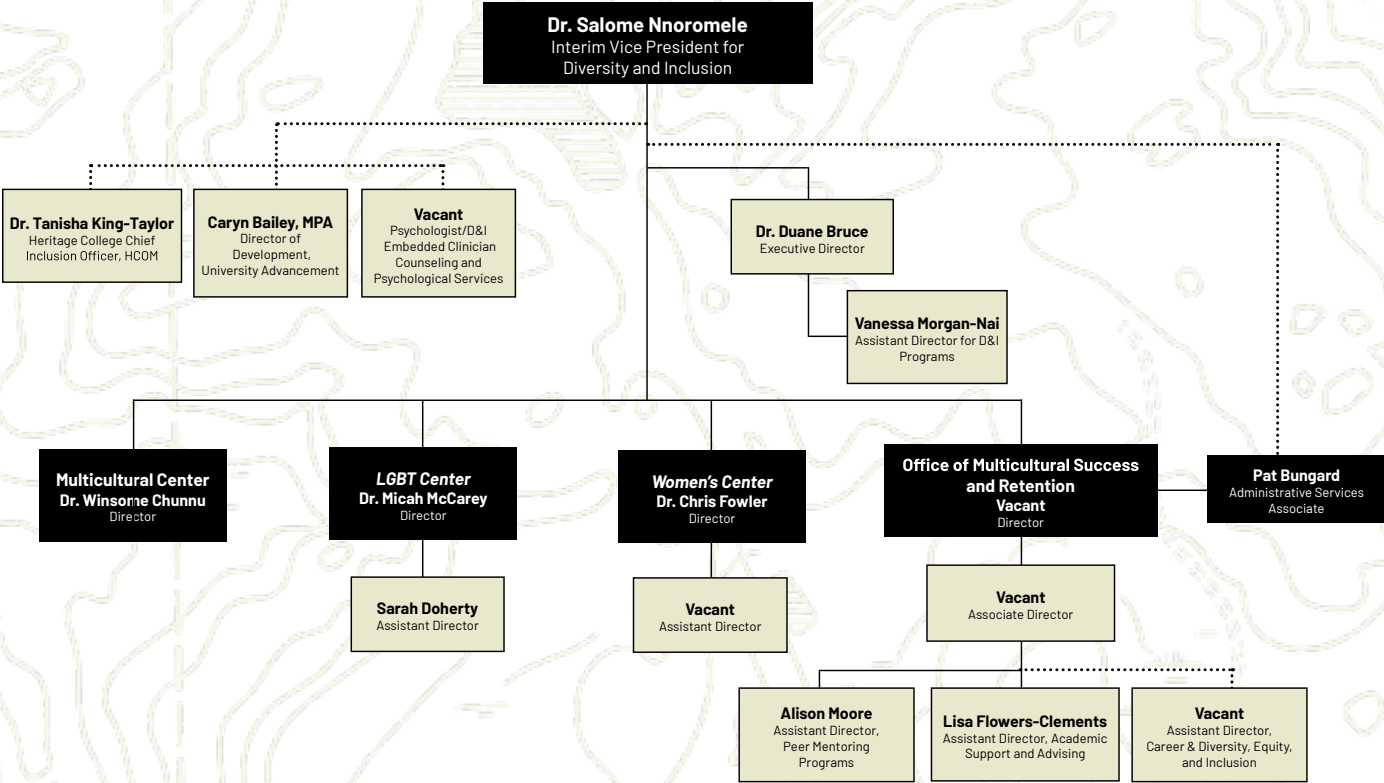


BE SEEN

VISIBLE

BE HEARD

Division of Diversity and Inclusion Organization Chart



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. ©2021 Ohio University. All rights reserved.

DIVERSITY & INCLUSION

Office of the Vice President for Diversity and Inclusion

STAFF INFORMATION

Administrative: **3**
Classified: **0**
Graduate Assistants: **2**
Student Employees: **1**
Diversity Leadership Ambassadors: **8**

FY 22 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$415,904**
52.93% increase from FY21

Operating Expenses: **\$119,686**
48.27% decrease from FY21

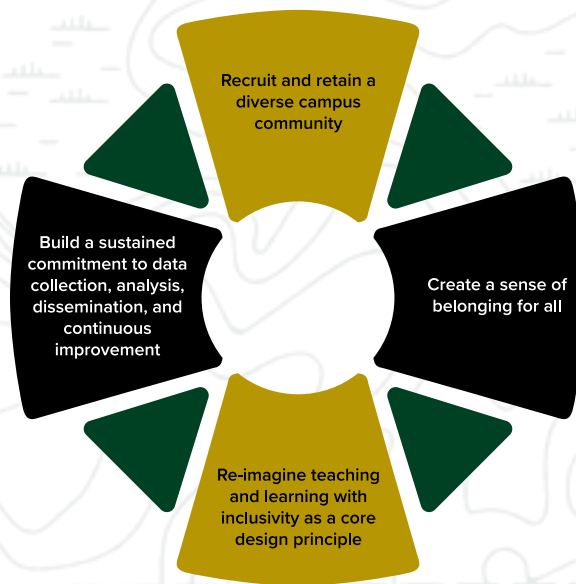
VISION

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, Office of Multicultural Success and Retention, 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.





INCLUSIVE EXCELLENCE STRATEGIC PLAN | www.ohio.edu/diversity/inclusiveexcellence-strategic-plan

Connected directly OHIO's pursuits related to student success and curating a cultural of inclusivity and anti-racism, the Inclusive Excellence Strategic Plan was launched in Fall 2021 to operationalize OHIO's diversity, equity, and inclusion efforts.

The table below provides an update on the implementation of the Plan's action items during 2021 – 2022 academic year:

STRATEGIC GOAL	ACTION ITEM	PROGRESS
Recruit and retain a diverse campus community.	Review, evaluate, and obtain legal counsel on policies and practices with enrollment and diversity, equity, and inclusion including issues associated with the potential design and implication of elements associated with admissions and financial aid/scholarship policies and practices.	In-progress. We are continuing our work to evaluate our recruitment and enrollment management policies and practices and work has begun on developing a comprehensive multicultural recruitment plan.

STRATEGIC GOAL	ACTION ITEM	PROGRESS
Create a sense of belonging for all.	Codify a comprehensive process for responding to campus climate and bias incidents on campus.	In-progress. A comprehensive process for responding to campus climate and bias incidents on campus is still being drafted in collaboration with campus partners including Student Affairs, Equity and Civil Right Compliance, and the Division of Diversity and Inclusion.
	Develop a campaign that encourage community members to act in ways that are congruent with the University values and reflects an understanding of respect across differences.	Complete. Phase 1 of the Make Respect Visible campaign was launched in Fall 2021. The campaign will continue to be scaled to reach the entire campus community over the next few years.
	Create an Acknowledgement and Reconciliation Committee to research the University's relationship to slavery, racial oppression, and Native land dispossession.	Complete. The committee for ARC has completed its work under the leadership of Dr. Robin Muhammad. the committee hosted a movie series and panel in Spring 2022 to discuss First Nation issues. The committee has offered suggestions for future follow-up initiatives.
	Establish a Juneteenth celebration and explore the possibility of it being a paid holiday.	Complete. OHIO hosted its inaugural Juneteenth Celebration in Summer 2021.
	Develop a Diversity at OHIO module to complement the Learning Communities curriculum.	Complete. In Fall 2021, the Diversity at OHIO curriculum module was added to the Learning Communities course curriculum along with core messaging from the Make Respect Visible campaign. The curriculum module will be expanded in Fall 2022.

Build a sustained commitment to data collection, analysis, dissemination, and continuous improvement.	Conduct a comprehensive campus climate survey and use results to develop strategies for increase sense of belonging across campus constituent groups including students, faculty, and staff.	Complete. OHIO conducted a Campus Climate for Diversity survey at the end of the Fall 2021 semester. Reporting of the findings is in development.
	Establish the Diversity Advisory Board as the official University diversity committee with responsibilities to include serving in an advisory capacity as it relates to University diversity and inclusion initiatives and review and update diversity and inclusion strategic planning processes.	Complete. The Diversity Advisory Board has been established. Additionally, a student advisory board was added in Fall 2021 and the new Inclusive Excellence Student Cabinet, which will report regularly to the President and University Leadership was established in Spring 2022.
	Develop an Inclusive Excellence Dashboard that highlights strengths and opportunities related to the University's efforts to advance diversity, equity, and inclusion.	In-progress. The dashboard has been created and once populated, will be ready to launch later this summer.

In addition to the initial campus-wide action items listed above, academic/faculty focused action items were added in Fall 2021. These items include:

STRATEGIC GOAL	ACTION ITEM	PROGRESS
Recruit and retain a diverse campus community.	Design and deliver a faculty and staff DEI panel for New Faculty Welcome.	Complete. A 45-minute, five-person panel discussion titled "Sense of Belonging and Community at OHIO" was delivered at the 2021 New Faculty Welcome (August 19, 2021). The panel discussion emphasized OHIO's commitment diversity, equity, inclusion, and belonging.
	Design and deliver a DEI learning session to promotion & tenure committee chairs.	In-progress. The Division of Research and Office of the Provost intends to coordinate with Faculty Senate to build and deliver learning sessions for P&T committee chairs in AY22-23.
	Design and deliver a DEI learning session to the Chairs & Directors Council.	Complete. A 55-minute presentation was delivered to the OHIO Chairs & Directors Council about DEI resources available to OHIO faculty, staff, and administrators. The presentation emphasized Division organization, function, and resources for faculty recruitment, retention, and development.
	Create a DEIB brochure for faculty highlighting centers, affinity groups, and resources.	In-progress. A brochure about OHIO diversity, equity, inclusion, and belonging resources, opportunities, and contracts available to OHIO faculty, staff, and administrators. The presentation emphasized Division organization, function, and resources for faculty recruitment, retention, and development.
	Create a plan to conduct diversity advocate training for every academic area search committee.	In-progress. OHIO UHR offers three trainings for search committees. There have been approximately 550 (search), 1750 (evaluation), and 750 (advocacy) university employees who have completed the workshops within the past two years.
	Create and disseminate step-by-step instructions for faculty to update faculty demographic data.	In-progress. Through efforts by HR, OHIO has reduced the percentage of missing demographic information about its faculty from 7.9% in 2020-21 to 1.6% in 2021-22. In the future, newly hired faculty will be reminded to complete information in their faculty accounts during New Faculty Welcome.



	Identify at least three national or regional DEI faculty advocacy groups for OHIO partnerships.	In-progress. As of June 1, 2022, OHIO will support institutional memberships in the Strategic Ohio Council for Higher Education (SOCHE) and the National Center for Faculty Development and Diversity (NCFDD).
Recruit and retain a diverse campus community (continued).	Develop a strategy and process for effectively using the Opportunity Hire Fund.	In-progress. A working group has been convened to update the Opportunity Hire funding process and include faculty and staff retention efforts into this program. The revised and expanded program proposal will be ready for review later this summer.

STRATEGIC GOAL	ACTION ITEM	PROGRESS
Re-imagine teaching and learning with inclusivity as a core design principle.	Create a publicly available DEI Scholars Directory highlighting faculty DEI expertise across campus.	In-progress. The newly created DEIAB Faculty Affairs Council has discussed building a faculty scholars directory as a council project for AY22-23.
	Review and provide recommendations for ways to expand the capacity and reach of the Inclusive Pedagogy Academy.	In-progress. OHIO is currently searching for an Executive Director for the Center for Teaching, Learning, and Assessment. We plan to discuss scaling the Inclusive Pedagogy Academy as one of its first initiatives.
	Create a Diversity, Equity, Inclusion, and Belonging (DEIB) Advocacy Council with faculty representation from each academic unit.	Complete. The DEIAB Faculty Affairs Council was established in Spring 2022 and will begin working on projects in Fall 2022. Members represent a variety of academic units and campuses.

STRATEGIC GOAL	ACTION ITEM	PROGRESS
Build a sustainable commitment to data collection, analysis, dissemination, and continuous improvement.	Develop diversity, equity and inclusion performance indicators and establish institution-wide evaluation and assessment protocols to measure progress (gender, race, ethnicity, social, and economic mobility).	In-progress. This action item is a continuous process that is being facilitated by a number of key campus stakeholders.

2022 – 2023 ACTION ITEMS

In Spring 2022, following a series of racially charged incidents occurring in the University’s residence halls, OHIO’s President and Vice President for Diversity and Inclusion identified the following action items for immediate implementation in the next academic year. These actions items are all connected to the Inclusive Excellence Strategic Plan goal of “creating a sense of belonging for all” and ensuring that all students feel safe and included. These action items are listed below:

- Engage a nationally recognized external expert in diversity, equity, and inclusion to guide a rigorous review of OHIO’s current programs, policies, practices, and climate.
- Engage student stakeholders and University planners to re-envision and renovate the Multicultural Center space to ensure it best meets the needs of today’s students.
- Engage university leadership in additional diversity training this summer and provide additional faculty training for fall 2022.
- Expand and improve training for residence life staff on diversity and inclusion and incident response.
- Expand options in our residence halls to foster a better sense of belonging, including a new LINKS Living Learning Community focused on supporting new students of color.
- Expand diversity awareness and training throughout the first-year student experience, including Bobcat Student Orientation, Welcome Week, and Learning Communities.



SELECT D&I PROGRAMS AND INITIATIVES

During the 2020 – 2021 academic year, the Division of Diversity and Inclusion continued our focus on student recruitment and retention efforts, finalizing a comprehensive diversity and inclusion strategic plan, and providing resources and support for all campus constituents. Below is a listing of select new campus-wide initiatives and resources, academic program coordination, programming initiatives, and collaborations launched during the 2020 – 2021 academic year.

Make Respect Visible | www.ohio.edu/respect

The Make Respect Visible campaign was designed to provide the university community with expectations for engaging across differences and was created as a collaborative project with University Communications and Marketing, Division of Student Affairs and Division of Diversity and Inclusion. Work started on the campaign in Fall 2021 and over 150 students participated in feedback sessions on the campaign messaging and design. Funding for the campaign came from funds designated for strategic initiatives and internal marketing from the three organizing divisions. It is important to note, the campaign is not just a D&I campaign and has been incorporated into the University's brand - Forever OHIO. The campaign was specifically designed to be the catalyst for university-wide conversations about engaging respectfully across differences. The first stage of implementation was student-facing pieces, and we will continue to develop opportunities for the entire community to discuss these expectations.

Here are some of the pieces that were implemented during the 2021 – 2022 academic year:

- **Assets have been created for a campus “splash” including signage across campus.**
- **A webpage for the campaign was created - ohio.edu/respect. The webpage not only includes the expectations but also contains:**
 - Information about bystander intervention as it relates to intervening when a bias incident is happening.
 - How to report bias/climate incidents
 - Link to Freedom of Expression at OHIO page and resources
 - More information will be included on this page as the campaign is expanded including video assets.
- **New students were introduced the campaign during Bobcat Student Orientation (BSO) and a post-BSO module was created that allowed new students to begin thinking about “what respect means to them” and “how they will show respect to other Bobcats.”**
- **In collaboration with the FYST Office, a Diversity at OHIO curriculum module was created using the campaign’s messaging to complement the learning communities curriculum. We will discuss this project later in the presentation. However, it is important to note here that 98% of OHIO students take a learning communities course during their first semester and we are excited to reach the large majority of OHIO’s first-year students in their first semester with these messages.**
- **We have partnered with Residence Life to ensure the campaign’s messages is incorporated throughout their work and signage is in every hall and on every floor.**
- **The Diversity Leadership Ambassadors, the peer educators in the Division of Diversity and Inclusion, have incorporated the Make Respect Visible expectations into their presentation content. The expectations provide a call to action for every Bobcat related to inclusion and respect.**
- **The UCM social media team has created a comprehensive social media campaign to broadly share the campaign’s messaging with the campus community.**

Diversity Leadership Institute | www.ohio.edu/diversity/diversityleadership-institute

OHIO's Diversity Leadership Institute, in its fifth year, brought members of the campus and OHIO campus communities together to share, learn and rigorously explore salient diversity, equity, and inclusion topics. Institute participants will have opportunities to engage in learning on an identified topic, spend time reflecting on and discussing the ways in which the topic relates to our global and local communities, and explore action steps we need to take to make our community more equitable and inclusive. The Institute was on April 12, 2022 with the theme Anti-Bias Education and featured keynote speakers Dr. Lara Trubowitz, Associate Director of the Anti-Defamation League's National College and University Programs and Tabari Coleman, MPA, who serves as a social justice consultant and training advocate. Institute participants were also able to choose attend anti-bias workshops (advanced beginner and advanced levels) to build the knowledge, skills, and mindset to recognize, understand, and challenge bias. In all, over 200 community members attended the welcome and keynote address and over 150 attended the anti-bias workshops.



Dr. Martin Luther King, Jr. Celebration | <https://www.ohio.edu/diversity/dr-mlk-jrcelebration>

Every year, OHIO's MLK Jr. Celebration 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, 2022's MLK Week included a Silent March, Celebratory Brunch, virtual lectures and a community service project. The keynote speaker for the 2022 Celebratory Brunch was Patricia Russell-McCloud, Esq.

Juneteenth Celebration | www.ohio.edu/diversity/juneteenthcelebration

Beginning in June 2021, Ohio University began providing programming and activities to commemorate Juneteenth. Juneteenth, celebrated on June 19 each year, marks our country's second independence day. Although Juneteenth has long celebrated in the African American community, this monumental event remains largely unknown to many Americans. The theme for the 2022 celebration was Celebration through Education: Our History, Our Hope, and events included a health walk and festival. The 2022 Juneteenth Celebration, which was held on Saturday June 18th, included a Black History Tour of Athens and a Festival held on College Green that was attended by over 250 members of the University and local communities.

FUNDRAISING SUMMARY

During the 2021 – 2022 year, the D&I advancement officer managed 55 proposals with outstanding asks of \$1,009,600 and raised \$109,600. These efforts resulted in the following new scholarships and endowments:

- **George Floyd Memorial Scholarship Fund**
- **Ebony Bobcat Network Scholarship Endowment - \$300,000 Planned Gift**
- **The Rev. Dr. Francine C. Childs Social Justice Scholarship Endowment - \$25,000**
- **The Kent-Rudolph Scholarship Endowment - \$25,000**
- **The Colonel Frank E. Underwood, Sr., Scholarship Endowment - \$25,000**

Further, during OHIO Giving Day there were two \$2,500 challenges for the EBN Urban Scholarship Endowment. Michael and Paula Price provided a 1:1 match, and an anonymous donor unlocked \$2,500 with 35 gifts.

LGBT CENTER

The Lesbian, Gay, Bisexual, Transgender Center

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 LGBTQIA+ 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.

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. The 2021-2022 academic year started with the LGBT Center director serving as the office's only full-time staff member, while a search was underway for a new assistant director. Decreased staffing and the need to close the physical space during a Covid-19 spike decreased the number of programs and presentations the Center was able to provide during Fall Semester. Those numbers increased once Sarah Doherty was hired as the Center's new assistant director in January of 2022. In addition to Sarah's background in social work and LGBT Center leadership, she brought her organizing experience, event planning experience, and lived experience promoting equity and justice around disability access. Consequently, greater attention has been given to planning events with special attention to accessibility best practices.

With Spring Semester also came the LGBT Center's historic move to its largest space ever in Baker University Center suite 348. The response to new

amenities including a clothing exchange area, sewing machine, community art wall, wellness room, and more brought many new and familiar faces to the Center to check out the new space.

In keeping with the times, our Center's staff prioritizes wellbeing and active forms of intersectional allyship for students, faculty, staff, alumni, and community members. In their sum, our initiatives and events provide broad opportunities for engaging with sexual and gender diversities from a variety of perspectives, including programs exploring LGBTQ+ equality and experiences across the globe. The LGBT Center continuously explores and works to institutionalize strategies that support and affirm LGBTQ+ constituents. For this reason, we support queer scholarship and teaching in the classroom by sharing resources with faculty, guest lecturing, and facilitating SpeakOUT panels (storytelling 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.

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

STAFF INFORMATION

Administrative: **2**
Classified: **0**
Graduate Practicum Students: **1**
Student Employees: **13**

FY 22 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$191,451**
20.9% decrease from FY 21

Operating Expenses: **\$37,671**
5.82% decrease from FY21



experiences of LGBTQ+ people. During the summer of 2022, the LGBT Center's director and assistant director began the process of rebranding OHIO's long-standing SafeZone program as Gender and Sexuality: LGBTQIA+ 101. This change addresses feedback concerning the impracticality of effectively marking shared spaces as "safe" as well as controversy over who has profited from the national Safe Zone curriculum. The use of the acronym LGBTQIA+ intentionally signals that the 101 training explores lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, aromantic, and ally topics.

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 making a written pledge of active, intersectional allyship to feature 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 and other counselors to host weekly LGBTQ+ support groups for students and numerous other programs promoting mental and physical well-being.

EVENT HIGHLIGHTS

Welcome Week Drag Show – This major Welcome Weekend event was sponsored by Ohio University's Campus Involvement Center in collaboration with our LGBT Center. It was held

outdoors during the Friday of move-in weekend and yielded several hundred student attendees. Performances by drag artists from the Columbus and Athens Ohio areas were complimented by headlining entertainment from RuPaul's Drag Race Star, Coco Montrese and by educational welcome remarks made by LGBT Center staff members. The event was deemed such a popular success that it will be replicated in an indoor space for Welcome Weekend 2022.

Bobcat Student Orientation (BSO) Pronouns Initiative

In an effort to increase understanding of diverse gender pronouns, the LGBT Center collaborated with Undergraduate Admissions and Undergraduate Orientation Programs to make pronoun buttons freely available at the LGBT Center and Bobcat Student Orientation check-ins. Educational information about OHIO's commitment to the respectful use of personal pronouns accompanied the buttons, which included options for she/her/hers, he/him/his, they/them/their, ask me, ze/zir/zirs, ae/aer/aers, and ze/hir/hirs. The Center purchased approximately 10,000 buttons with the intention of encouraging their widespread use in making respect visible. The Center's ongoing work with OHIO's Office for Information Technology to propagate preferred names and pronouns into as many university software systems as possible.

Pride Graduation and Community Celebration

This special end-of-the-year ceremony honors graduating students from all academic levels in the LGBTQ community. Our Spring Semester 2022 Pride Graduation was hosted in a hybrid format that allowed for a dinner ceremony in Baker Center 240/242 as well as an online mode of engagement

through Microsoft TEAMS. The event recognized 14 graduates, including LGBT Center director, Dr. Micah McCarey, who completed a Ph.D. in interdisciplinary studies grounded in positive psychology and decision-making. McCarey gave the keynote address and the Alumni Association presented graduates with rainbow alumni pins to custom-made rainbow stoles and cords made freely available to all LGBTQ+ 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 medical expenses and purchasing textbooks. This one-time support fund assisted one in-need student this past academic year, totaling \$400.

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. Our Center's 2022 Stonewall award recipient was undergraduate student, Owen Yates-Mcewan.

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.

STAFF INFORMATION

Administrative: **2**
Classified: **0**
Graduate Assistants: **1**
Student Employees: **8**

FY 22 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$202,077**
4.27% increase from FY21

Operating Expenses: **\$29,482**
26.3% decrease from FY21

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) and the Asian-Pacific Islander Student Union (AAPISU).

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.

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. The celebration was held on April 29, 2022.

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 2021 – 2022 academic year:

- September/October – Hispanic-Latino Heritage Month
- November – Native American Heritage Month
- February – Black History Month
- March – Women’s History Month, Asian Pacific Islander Heritage Month and Pride 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.

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 2021 celebration, including a live lighting of the Kwanzaa table on Instagram.

Sibs Weekend

In February 2022, BSCPB and the Multicultural Center hosted the annual Sibs Weekend HipHop Concert. The featured artist was Key Glock.

2021 Art Exhibit

During the Fall 2020 semester, the MCC gallery featured an art exhibition by Zachery Jones. Jones, a Southeastern Ohio Native, pours his real-life experience into his work, which represents both the natural and holistic need to escape, as well as the many layers of the human experience. Some of Jones' previous works have been shown at the Zanesville Museum of Art, and purchased for show in medical and business offices, as well as personal homes. The exhibit ran from Sept 23, 2021 — Dec 1, 2021.

2022 Art Exhibit

School of Graphic Design Senior Thesis Exhibition. Five graphic design students showcased their work in the spring of 2022.

Honoring Andrew Jackson Davison

With assistance by OHIO's Division of Diversity and Inclusion and the Multicultural Center, an 8th grade teacher from Athens Middle School and ten students interested in social justice organized the Andrew Jackson Davison club, created to honor the only practicing African American attorney in Athens County history. 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. In February 2022, we hosted the second annual Andrew Jackson Davidson community event at the Athens Middle School.

AWARDS & SCHOLARSHIPS **45th 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 39th Annual Leadership Awards Gala, held in April 2022, the Multicultural Center awarded three \$1,500 scholarships and four \$500 achievement awards.

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.

Latino Heritage Achievement Awards

The Latino Heritage Achievement Awards were established to recognize outstanding students of Latino descent. During the 39th Annual Leadership Awards Gala held in April 2022, the Multicultural Center awarded three \$500 achievement awards.



OMSAR

The Office of Multicultural Success and Retention

OMSAR MISSION

The Office of Multicultural Success and Retention (OMSAR) provides access to quality academic support, enriching social experiences, and a sense of community for multicultural student populations at Ohio University.

VISION STATEMENT

The Office of Multicultural Success and Retention (OMSAR) will serve as the leading resource for the Ohio University community on issues of retention and academic student success of multicultural students. OMSAR is committed to the support and empowerment of multicultural students and to help maximize their leadership potential through educational and community engagement and service opportunities. OMSAR academic and enrichment activities instill in students the importance of scholarly pursuits and the value of education, while promoting a sense of belonging on campus and in the community. OMSAR promotes the educational benefits of diversity, cultural competency, and the appreciation for difference.

STAFF INFORMATION

Administrative: **3; 1 open position**
Classified: **1**
Graduate Assistants: **6.5**
Student Employees: **5**
LINKS Peer Mentors: **71**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$627,938**
5.87% increase from FY21

Operating Expenses: **\$26,005**
43.64% decrease from FY21

ABOUT OMSAR

The Office of Multicultural Success 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 a 77.5 percent retention rate from year 1 to year 2 and an average GPA of 3.1, students involved in OMSAR programs 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 students and scholars during their journey toward academic and professional excellence.

PROGRAM HIGHLIGHTS

LINKS

At Ohio University, we believe that every Bobcat deserves to feel supported. For more than 35 years, the LINKS program has helped students of color transition to university life and succeed at OHIO. LINKS is a first-year support program, committed to attracting and retaining all students of color (Black/African American, Hispanic/Latino,

Asian American, Native American/Indigenous, American Indian, or Alaska Native, Native Hawaiian or other Pacific Islander). The LINKS program is highly successful, boasting a 91% fall to spring retention rate with an average 3.2 GPA, and a 79% retention rate from year 1 to year 2 of enrollment.

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
- Service Learning in Belize
- Experiential Learning in Colonial Mexico
- Virtual Study Abroad Experiences

Year 2-4 Retention Services

These services are provided to nearly 1000 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.



AWARDS, SCHOLARSHIPS & SUPPORT FUNDS

Appalachian Scholarship Program

This year, the Appalachian Scholars Program provided a total of seven academically qualified students from the Appalachian region with the financial resources and the support system they need to succeed academically and to add to the intellectual, cultural, and social diversity of the university.

Ohio Promise Award

The merit-based OHIO Promise Scholarship Program provides valuable educational opportunities designed to enrich intellectual experiences for approximately 745 students in years 2 - 4.

Rankin Scholarship Program

Rankin Scholarship Program This selective merit-based four-year scholarship program was awarded to three academically talented Native American students who contributed 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 and to add to the intellectual, cultural, and social diversity of the university.

Urban Scholarship Program

The Urban Scholars Program provides four academically qualified students from urban settings with the financial resources and the support system they need to succeed academically and to add to the intellectual, cultural, and social diversity of the university.

Ebony Bobcat Network Urban Scholarship Fund

On April 18, 2020 OHIO's Ebony Bobcat Network (EBN) surpassed its \$300,000 fundraising goal, endowing its Urban Scholarship Fund in perpetuity and reaching a significant milestone for an alumni group whose roots lie in OHIO's Urban Scholars Program.

The EBN Urban Scholarship Fund will provide life-changing tuition assistance to students accepted into OHIO's Urban Scholars Program, which provides scholarships and professional development support to high-achieving students from urban school districts across Ohio.

OMSAR Retention Data

Year-to-Year (2016 – 2021) Retention – OMSAR Students compared to All OU Undergraduate Students

COHORT YEAR	FALL 2	FALL 3	FALL 4
2016-2017 (OMSAR) 2016-2017 (OU)	81.0% 72.2%	70.0% 55.9%	64.0% 44.4%
2017-2018 (OMSAR) 2017-2018 (OU)	81.0% 72.4%	70.0% 56.7%	64.0% 45.3%
2018-2019 (OMSAR) 2018-2019 (OU)	79.0% 72.4%	70.0% 56.7%	59.1% 46.4%
2019-2020 (OMSAR) 2019-2020 (OU)	79.0% 71.7%	78.1% 56.8%	
2020-2021 (OMSAR) 2020-2021 (OU)	77.5% 71.7%		

Ohio University data was downloaded from OBI on July 15, 2022.
OMSAR data was downloaded from OBI on May 5, 2022.

OMSAR Student Year-to-Year (2016 – 2021) Retention by Race/Ethnicity

RACE/ETHNICITY	FALL 2016 - FALL 2017	FALL 2017 - FALL 2018	FALL 2018 - FALL 2019	FALL 2019 - FALL 2020	FALL 2020 - FALL 2021
Native American	100%	80%	100%	100%	N/A
Asian	100%	100%	100%	100%	70%
Black	79.7%	78.3%	83.2%	93.1%	77.6%
Latinx	93%	83%	89.3%	77.5%	70.5%
Multiracial	83%	77.9%	69%	63.6%	74.6%
Unknown	N/A	100%	100%	50%	33.3%
White	82%	83.7%	81.3%	83.4%	81.7%
Total Students	83%	81.2	81.1%	79.9%	77.5%

OMSAR data was downloaded from OBI on May 5, 2022.

OMSAR Student Year-to-Year (2015 – 2020) Retention by Gender

GENDER	FALL 2016 - FALL 2017	FALL 2017 - FALL 2018	FALL 2018 - FALL 2019	FALL 2019 - FALL 2020	FALL 2020 - FALL 2021
Female	79.8%	83.7%	81.2%	80.30%	77.70%
Male	87.3%	78.3%	81%	80%	79.1%
Total Students	83%	81.2%	81.1%	79.9%	77.5%

OMSAR data was downloaded from OBI on May 5, 2022.

DC-CAP/OHIO Scholars

DC-CAP/OHIO Scholars is an initiative started fall of 2021 in collaboration with Admissions, OMSAR, and DC-CAP. DC-CAP annually selects qualifying scholarship recipients who will receive a DC-CAP scholarship and OHIO institutional aid as a DC-CAP/OHIO Scholar. OHIO supports this cohort of students with extensive academic support services. In partnership with DC public and private charter school systems, DC-CAP provides direct counseling and financial assistance to students who might otherwise never have the opportunity to attend college. Every DC private and public charter high school student is eligible for DC-CAP services. This year 15 students participated in the DC-CAP/OHIO Scholars Program.

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

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.

STAFF INFORMATION

Administrative: **2**
Classified: **0**
Graduate Assistants: **1**
Graduate Practicum Students: **1**
Student Employees: **10**

FY 21 ANNUAL BUDGET

Salaries, Wages, and Benefits: **\$224,039**
3.34% increase from FY21

Operating Expenses: **\$41,801**
20.98% decrease from FY21

EVENT HIGHLIGHTS

In This Space: Disrupted

The Women's Center and our collaborators created, curated, and hosted the survivorcentered art exhibit *In This Space: Disrupted*, featuring thirteen unique contributions from survivors and co-survivors. The exhibit was shown in Trisolini Gallery, along with a virtual exhibit which enabled alum, regional and extension campus members, and Athens students learning online, to experience the exhibit.

Soraya Membreno: These Are The Things No One Tells You: On Navigating PWI's and What Comes After

The Women's Center featured several incredible speakers this year, and Soraya Membreno's was certainly a stand-out event. Soraya's talk on navigating predominantly white institutions (PWI's) was empowering for attendees and invited discussions about how students can access resources at Ohio University.

Take Back the Night

The Athens and campus community came together to ensure that survivors felt supported both virtually and in-person. Through our first door decoration competition, Athens had physical, in-person reminders of support for survivors, at a time in which our rally and march remained virtual. Survivor

and co-survivor speeches were livestreamed from Baker Theater, with the *In This Space: Disrupted* exhibit featured behind them, followed by our social media takeover #SurvivorsUniteTBTN.

Women of Color Who Paved the Way

Every weekday during Women's History Month, we invited our constituents to participate in an Art Challenge inspired by Women of Color (WOC) Who Paved the Way. This event featured biographies written by students, as well as art they created in homage to WOC leaders.

PROGRAM HIGHLIGHTS

ALAANA+ Women's Leadership Cohort (AWLC)

The ALAANA+ (African American/ African/ Black, Latina/Latinx, Asian American/Asian, Arab/Middle Eastern, Native American, and all multicultural communities) Women's Leadership Cohort (AWLC) is a newer Women's Center 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. Eleven participants successfully completed the cohort experience in 2020-2021.





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. Themed discussions on international beauty standards, selfaffirmations, and women’s leadership helped to build community and support during COVID-19.

SayHerName: Building Community to Support Women of Color at OHIO

Sparked by the Division for Diversity and Inclusion’s Public Forum on Breonna Taylor: Mourning, Reflecting, Moving Forward, SayHerName is an ongoing commitment to our participants. These are gatherings of those directly impacted by racism and sexism, as well as other interlinked forms of oppression, and their allies. Participants requested, and received, training on citizen lobbying and also spoke with local elected officials. This program was also a space for responsive communication.

The Women’s Mentoring Program

This is an opportunity for second-year, junior, senior, and graduate students at OHIO to connect with a female mentor in their personal and professional fields of interest. Professional

women serve as mentors. Normally offered as an in-person mentoring program, 19 mentees completed our program in our first virtual year!

The Purple Couch Clubhouse Podcast

This virtual book club is housed on the Women’s Center website for our constituents to enjoy at any time. At its heart, the book club introduces listeners to diverse issues that impact women and consider how intersectionality can be understood through the texts we read. Additionally, through inviting students, faculty, and staff to serve as guests on the podcast, we connect listeners to incredible resources and people throughout the OHIO community.

Thirsting for Knowledge Thursdays

This series provides casual, interactive opportunities to gather on a Thursday of each month and discuss topics with facilitators. Over the course of six events, 322 people attended this program on topics including #MeToo, #SayHerName, media coverage of missing and murdered Indigenous women in Indian Country, filming women’s history, male allyship, and preventing sexual violence in Egypt.

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. Thirteen faculty & staff completed this year’s program.

Young Leader Empowerment Series

In response to the COVID-19 pandemic and the transition to an online learning environment, the Ohio University Women’s Center established the Young Leader Empowerment Series (YLES) to fill the void left by being unable to offer the in person Young Women Leaders Program (YWLP) in the 2020-2021 year. YLES featured asynchronous modules centered on themes of YWLP for middle school students to complete with their families and support systems. Topics included: investigating girlhood, leadership, body image, perfectionism, and healthy relationships.

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 Lexi Jones, a Child and Family Studies major in College of Health Sciences and Professions, for her leadership.

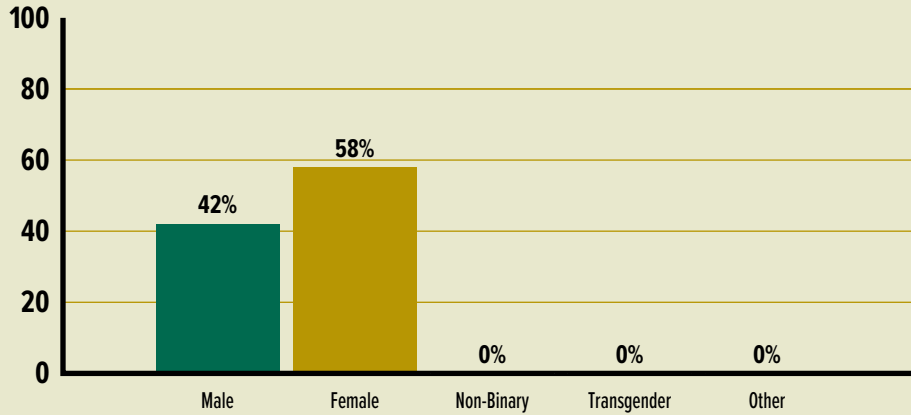


Ohio University

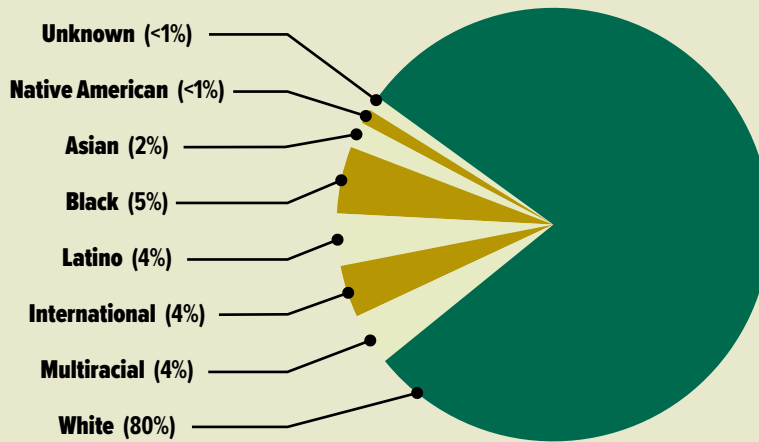
**UNIVERSITY
DEMOGRAPHICS**

STUDENT DEMOGRAPHICS

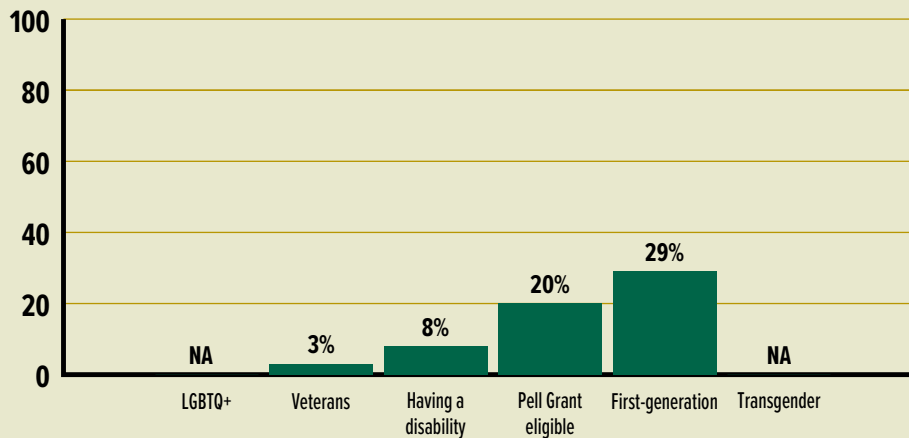
Full-Time *Students by Gender*



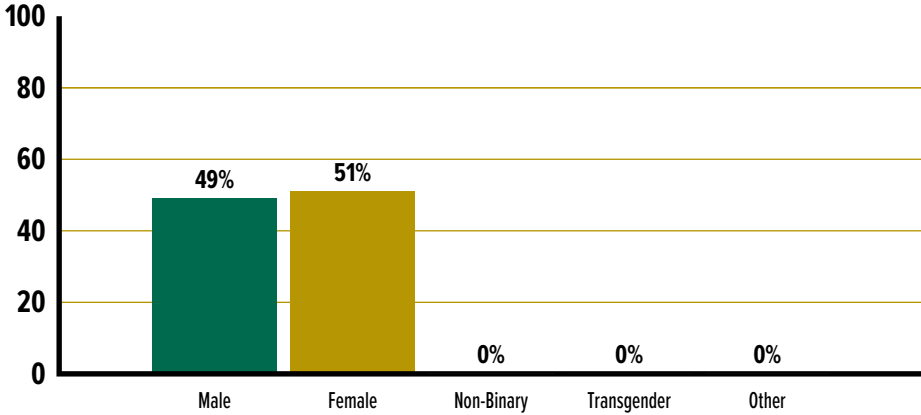
Percentage of full-time student enrollment by race/ethnicity



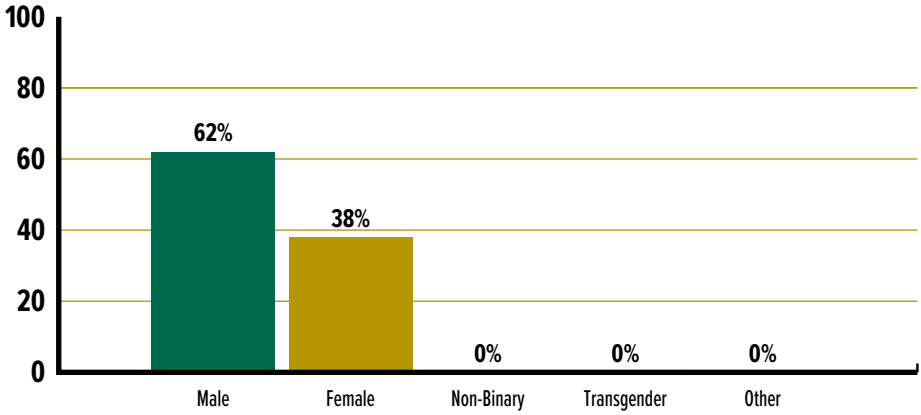
Percentage student body identified as being in the following groups



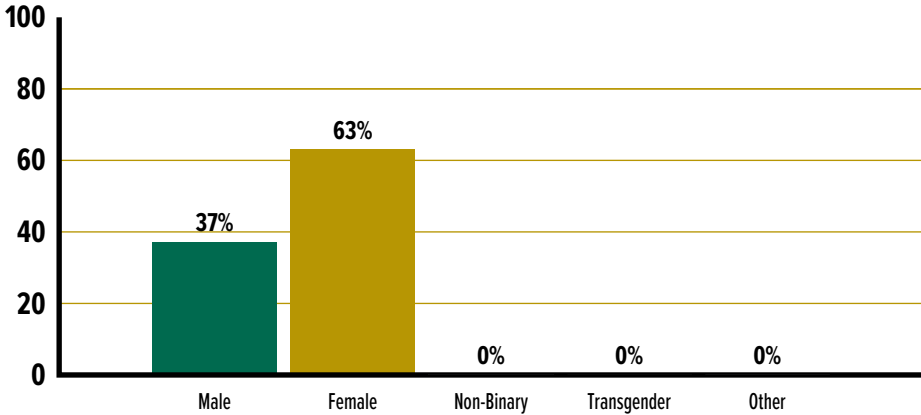
Percentage of administrative leadership by gender identity



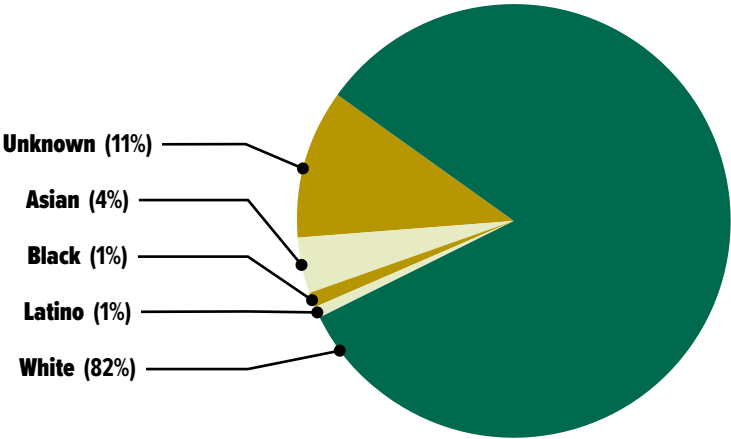
Percentage of full-time tenured and tenure-track faculty by gender identity



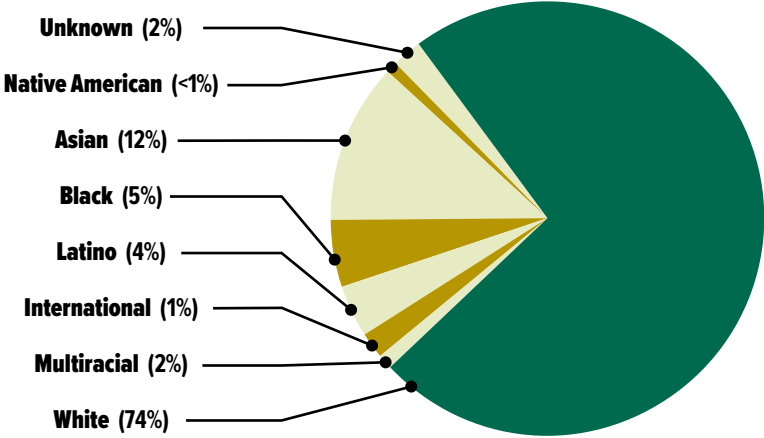
Percentage of full-time non-tenure-track faculty by gender identity



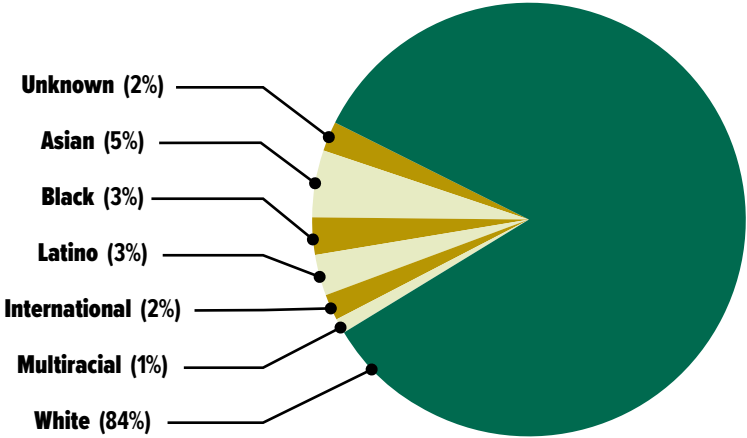
Percentage of administrative leadership by race/ethnicity



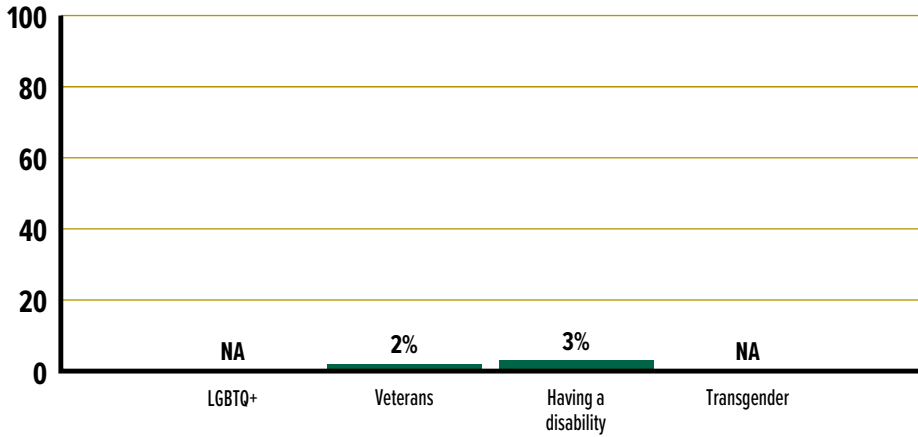
Percentage of your full-time tenured and tenure-track faculty by race/ethnicity



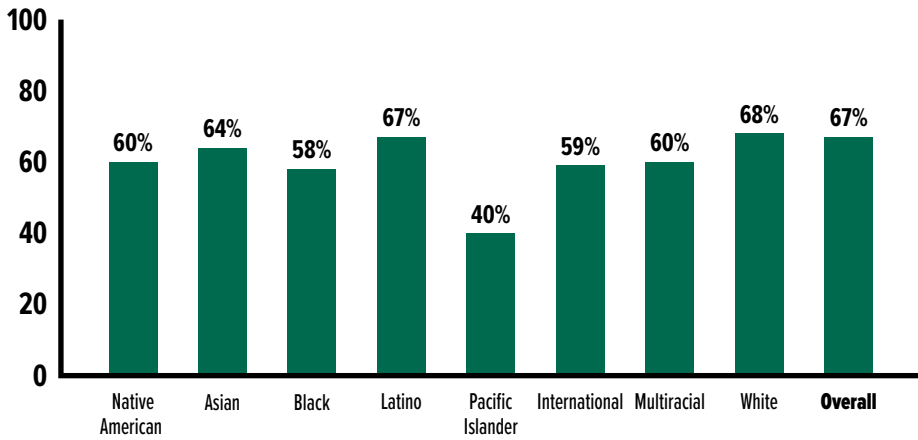
Percentage of your full-time non-tenure-track faculty by race/ethnicity



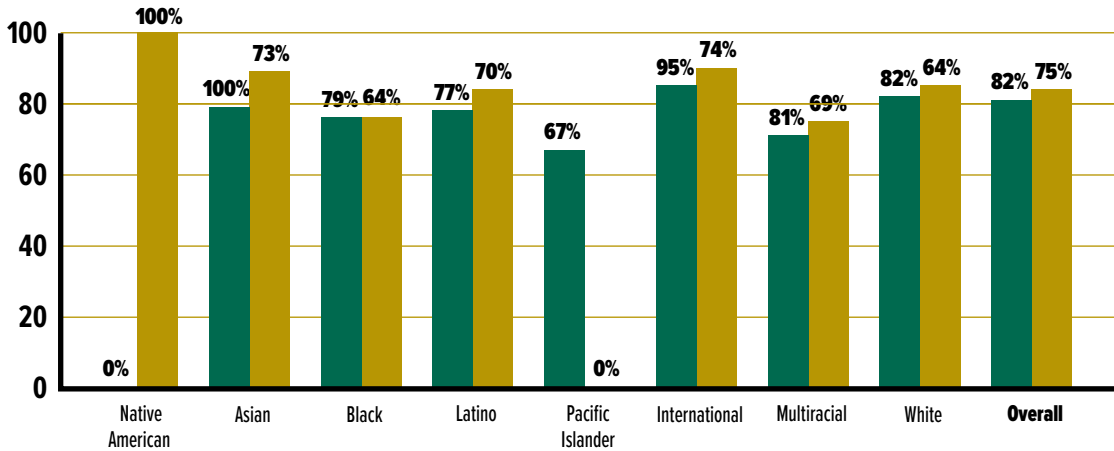
Percentage of employees identified as being in the following groups



Percentage of institution's employees identified as being in the following groups



First Year (■) and Second Year (■) Retention Rates



STUDENT RECRUITMENT AND RETENTION

Efforts to Recruit Historically Underrepresented and First-Generation Students.



Community outreach



On-campus diversity recruitment efforts



Admissions officers with a diversity focus



Social media outreach



Pre-college programs for K-12 students



Race-conscious & economic conscious scholarships



Holistic admissions process



Recruiter attendance at underrepresented student conferences



Community College Bridge Programs

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**

DIVERSITY-FOCUSED FACULTY RECRUITMENT AND RETENTION

- **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**

All jobs are posted to

diversityjobs.com

and a host of affiliated sites:

Africanamericanhires.com

Allhispanicjobs.com

Alllgbtjobs.com

Disabilityjobs.net

OHIO strives to retain diverse faculty with

affinity and employee resource groups, mentor programs, & graduate research support

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**
- **Make Respect Visible, OHIO's University-wide Anti-bias Education Initiative**

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**
- **Juneteenth Celebration**

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

Affinity & Employee Resource Groups

**African American / Asian / Asian American / Hispanic/
Latino / Pacific Islander / Women / Religious**

RECENT DIVERSITY-RELATED AWARDS AND RECOGNITIONS

2018, 2019, 2020 and 2021 HEED Award



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

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)



Student Enrollment¹

Undergraduates Athens	14,925
Undergraduates Regional	5,032
Undergraduates eLearning	4,396
Total Undergraduates	24,353
Graduates Athens	1,693
Graduate Outreach/eLearning	3,763
Total Graduate Students	5,456
Medical Students	1,000
Total Unduplicated Fall	30,809
Total Unduplicated 12-month	37,363

¹ Students counted once at primary campus of enrollment.

Freshmen Profile (Athens)

New Freshmen	3,126
1st Generation ¹	24%
Ohio Residents	86%
Underrepresented Minority	14%
Middle 50% ACT	21-26
Top 25% of HS class	49%

Student Success (Athens)

1st Year Retention	81.3%
4 Year Graduation	50%
6 Year Graduation	66%
6 Year Success Rate ²	90%

¹ Neither parent earned higher than associate's degree

² Graduated, Retained, or Transferred

Affordability (Athens Freshmen)

Tuition	12,612
Tuition, Room and Board	24,784
Received Loans	63%
Received Pell Grants	25%
Received Any Aid	95%
Average Debt - Ohio University ¹	\$29,133
Average Debt - State of Ohio ¹	\$28,856

Military/Veterans (Athens)

Most Military-Friendly School ²	8th
Active Military/Veteran Students	763

¹ Institute for College Access & Success

² Victory Media 2021

Employees

Total Employees	4,149
Total Athens Employees	3,687
Total Regional Employees	462
Total Permanent Employees	4,186
Total Tenure-Track Faculty	775
Student to Faculty Ratio	16 to 1

Financials (in Millions)

Annual Budget	778.1
Endowment ¹	580.7
Total Grants	87.0
Active US Patents	104
Active International Patents	158

¹ National Assoc of College & University Business Officers

National Program Rankings (Sample)

Fulbright Winners ¹	26
Goldwater Scholarships ¹	9
Master of Sports Administration ²	1st
Graduate Ceramics Program ³	3rd
Graduate Printmaking Program ³	8th

Points of Pride

Law School Acceptance Rate	89%
Best Online College in Ohio ⁴	1st
STARS Sustainability Rating ⁵	Silver

¹ Office of Nationally Competitive Awards

² SportBusiness International 2020

³ US News and World Report 2020 College Rankings

⁴ OnlineColleges.com 2020-21

⁵ Assoc for Advancement in Sustainability in Higher Ed

Trend Data

Students	2016-17	2020-21
Total Undergraduates	30,866	24,353
Total Graduate	5,186	5,456
Total Medical	815	1,000
Total 12-month Unduplicated	43,649	37,363
All Classes Online	9,074	9,974
Some Classes Online	5,810	16,330
New Freshmen	4,309	3,126

Employees	2016-17	2020-21
Total Employees	5,292	4,149

¹ Increase in students taking courses online due to COVID

