



The OSUAP Connection

Issue #72

November 19, 2021

*Know an Admin
who is new to
The Ohio State University?
Please forward this
Newsletter to them!*

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OSUAP Goals

- ◆ *Encourage professional development*
- ◆ *Develop leadership skills*
- ◆ *Network with peers*

Special Notes:

Happy November!



Don't miss an opportunity to join the [OSU Leadership Center](#) for free online with [Coffee and Conversation](#)!

December 10 For more information, or to register [click here](#).

After this session, Coffee and Conversation will be going on a hiatus until spring!

Diversity at The Ohio State University: Exploring Our Resources



Ohio State values diversity in people and ideas.

We're an inclusive, supportive community where *you can* comfortably join in or confidently stand out.

Student Life Multicultural Center

The [Student Life Multicultural Center \(MCC\)](#) offers resources to all members of the Ohio State community while supporting and celebrating specific groups, including:

- African and African American
- Native American/Indigenous
- Asian, Pacific Islander and Desi American
- Latinx
- LGBTQ and allies
- Women
- Men
- Faith communities

Additional MCC resources:

- [Campus cultural and intercultural initiatives](#)
- [Heritage and awareness months](#)
- [Education and training courses and workshops](#)
- [Get involved with MCC](#)

Office of Diversity and Inclusion

Through a broad range of programs, the [Office of Diversity and Inclusion \(ODI\)](#) supports the success of students who enhance the diversity of the university.

Centers/units:

- [ACCESS Collaborative](#) (for single parent families)
- [Bell National Resource Center on the African American Male](#)
- [Gender and Sexual Diversity](#)
- [Hale Black Cultural Center](#)
- [JLM III Scholars Program](#) (for transfer students from CCCC)
- [Latinx Space for Enrichment and Resources \(LASER\)](#)
- [Leadership Initiatives for Women of Color](#)
- [Ohio LSAMP Alliance](#)
- [Upward Bound](#)
- [Young Scholars Program](#)

Resources (see more page 3):

- [Graduate/professional students](#)

(Continued on page 3)



*Healthy, Happy
and Engaged....
OSUAP Style!*



Stuck in an imperfect job? Try some simple self-care *by Bernadette Mazurek Melnyk*

If work is grinding you down and you don't see an exit ramp, counter the stress with positivity, mindfulness and other techniques.

If you're not in that optimal job yet, and have to be where you are for now, you can still reduce stress and burnout at work. Many tools of self-care and self-healing are free and can significantly and positively affect the work environment.

1 Practice mindfulness

Research has supported the hypothesis that mindfulness can increase on-the-job resilience and improve effectiveness and safety. If you need to push the reset button on your emotions, try this: Quiet your inner voice and just breathe for five slow and deep breaths. Another way to practice mindfulness is to chew a piece of gum and count the number of chews until it runs out of flavor. Staying mindful in the present moment also helps you to worry less.

2 Think positively

How we think affects how we feel and how we behave. If you tend to think negatively, try turning your negative thoughts around to more positive ones and watch your mood improve. To develop more positive thinking patterns, make it a habit to read a motivating book for five minutes every morning. It will help buffer you against negativity throughout the day.

3 Create a respite space

Any small space can be turned into an area that is dedicated to peace and quiet for recovery. If you're not in a position to change your workspace, make your car an area of calm you can escape to on a break.

4 Post beautiful pictures

Research shows that visual triggers can help to motivate behavior change and reduce stress.

5 Multitask less, monotask more.

In an age of endless distractions, it's important to focus on one thing at a time. Multitasking can drain your energy and deter you from fully engaging in the task at hand. The next time you feel yourself getting distracted, try mentally picturing a stop sign. Then give your all to one task.

6 Cut the commute

Commuting is the least favorite activity people do on a daily basis. Research shows that people who commute an hour each way would need an additional 40 percent of their monthly salary to be as satisfied with their life as people who walk to the office. If a long commute is affecting your pleasure in working, try to intentionally use that time for enjoyment by listening to music or audiobooks.

7 Have an attitude of gratitude

Even if you are not aligned with your dreams and passions in your current position, concentrate on a few things about your job for which you are thankful. Counting your blessings on a daily basis can improve your mood and make it easier to find joy in your job.



Bernadette Mazurek Melnyk is vice president for health promotion, university chief wellness officer, dean and Helene Fuld Health Trust Professor of Evidence-based Practice in the College of Nursing, professor of pediatrics and psychiatry in the College of Medicine and executive director of the Helene Fuld Health Trust National Institute for Evidence-based Practice in Nursing and Healthcare.

Diversity at The Ohio State University Continued—

Academics

Explore your [college, school or department website](#) to find academic areas of study as well as student support programs focused on diverse identities.

Disability services

[Disability Services](#), in the Office of Student Life, coordinates support services and programs to empower students and enable equal access to an education and university life.

[Americans With Disabilities Act \(ADA\) Coordinator's Office](#) coordinates ADA compliance for the university and serves as a clearinghouse for disability-related resources.

First Year Experience

[First Year Experience \(FYE\)](#) helps first-year undergraduates from all backgrounds develop the skills and connections required to meet challenges in and out of the classroom. FYE also offers special programs for non-resident and first-generation students.

[Summer programs for incoming first-years](#)

Housing

[University Housing](#), in the Office of Student Life, offers [learning communities, living environments and residential initiatives](#) that bring undergraduate students together under a common major, career or personal interest. Ohio State offers over 20 of these residential options, including:

- [Allies for Diversity](#)
- [Gender Inclusive Housing](#)
- [International House](#)
- [MUNDO \(Multicultural Understanding through Non-Traditional Discovery Opportunities\)](#)
- [Women in Engineering](#)

Office of International Affairs

The [Office of International Affairs \(OIA\)](#) helps international students achieve their academic, personal and professional goals during their time at Ohio State.

Office of Military and Veterans Services

The [Office of Military and Veterans Services](#) is the university's single point of contact for all military and veterans services and concerns.

Scholarships and funding

- [Critical Difference for Women](#)
- [GI Bill](#)
- [LGBT scholarship program](#)
- [Morrill Scholarship Program](#)
- [ODI education abroad scholarships](#)
- [ODI student research grants](#)
- [Special-eligibility undergraduate scholarships](#)

Office of Student Life

Each student's needs and background are unique, and the more than 30 departments within the [Office of Student Life](#) offer a variety of support and services to help them be successful in a diverse global society.

- [Bias Assessment and Response Team](#)
- [Student Advocacy Center](#)
- [Student Wellness Center](#)
- [Where Women Go](#)

Student organizations

From [awareness/activism](#) to [ethnic/cultural](#), from [religious/spiritual](#) to [community service/service learning](#), Ohio State has more than 1,000 student organizations that

provide a wide range of opportunities for involvement.

[Sorority and Fraternity Life](#)

Younkin Success Center

The [Younkin](#) is a hub for services related to student success and wellness, including [Career Counseling and Support Services](#), [Counseling and Consultation Service](#) and the [Dennis Learning Center](#).

- [Academic services](#)
- [Career services](#)
- [Tutoring](#)
- [Wellness services](#)

Additional resources

- [Affirmative Action, Equal Employment Opportunity & Non-Discrimination/Harassment, 1.10](#)
- [African American and African Studies Community Extension Center](#)
- [Chief Diversity Officer](#)
- [Diversity Lecture and Cultural Arts Series](#)
- [Diversity Officers Work Group](#)
- [Kirwan Institute for the Study of Race and Ethnicity](#)
- [ODI Dialogue and Discussion Series](#)
- [ODI Dissertation Boot Camp](#)
- [ODI's Preparing for the Professoriate Retreat](#)
- [ODI-sponsored conferences](#)
- [Upward Bound](#)
- [The Women's Place](#)
- [University Outreach and Engagement](#)
- [University Senate Diversity Committee](#)

THE OSUAP EXECUTIVE COMMITTEE

Effective Sept. 1, 2020

President: Roxann Damron
Vice-President: Nicole Helton
Secretary: Sherrie Kauffman
Treasurer: Heidi Hamblin
Membership Chair: Christine OConnell
Member-at-Large: Alice Gardner and Kristina Toliver
Immediate Past President: Quenetta Batts

Have suggestions for the Newsletter?

Want to share some good news?

Let us know!

Email: [Michelle Pennington](mailto:Michelle.Pennington@osu.edu)

Chair, Communications Work Group

Please be sure to submit suggestions by the 20th of each month to be included in the Newsletter!

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Columbus, Ohio 43210



“An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity.”

- Dr. Martin Luther King, Jr.

Upcoming Important Dates

11/25-11/26	Thanksgiving Holiday / Indigenous Peoples' Day/Columbus Day observed
12/19	Autumn Commencement
12/23-12/24	President's Day Observed / Christmas Day Observed
12/31	New Year's Day 2022 Observed

Land Acknowledgement? What's That?



Land Acknowledgement

We would like to acknowledge the land that The Ohio State University occupies is the ancestral and contemporary territory of the Shawnee, Potawatomi, Delaware, Miami, Peoria, Seneca, Wyandotte, Ojibwe and Cherokee peoples. Specifically, the university resides on land ceded in the 1795 Treaty of Greenville and the forced removal of tribes through the Indian Removal Act of 1830. As a land grant institution, we want to honor the resiliency of these tribal nations and recognize the historical contexts that has and continues to affect the Indigenous peoples of this land.

What is a Land Acknowledgement and Its Purpose?

A land acknowledgement recognizes and respects the relationship that exists between Indigenous peoples and their ancestral and contemporary territories. Additionally, a land acknowledgement provides opportunity to explore the current impact of colonization and systemic oppression on Indigenous peoples. Land acknowledgements do not exist in past tense or a historical context as colonialism is a current ongoing process.

Putting a Land Acknowledgement into Action

There are a number of ways that one can move beyond simply reciting a land acknowledgement and put their words into action. Suggested action steps include:

Education: Learn more about the histories and cultures of Native American and Indigenous peoples, specifically the tribal nations that are connected to the land you reside upon. There are a number of books, films and podcasts that are written and created by Indigenous people.

Also, Ohio State offers a minor in [American Indian Studies](#), which is a great opportunity to take courses focused on Native American and Indigenous cultures and history. Through Native American and Indigenous Student Initiatives, there are a number of programs and events throughout the year including Orange Shirt Day, Indigenous Peoples Day, Native American Heritage Month and Alternative Thanksgiving.

Relationship Building: Building relationships is a very important aspect of standing in solidarity with Native American and Indigenous peoples. A great place to start on campus is visiting the Student Life Multicultural Center and connecting with three of the Ohio State Native American and Indigenous student organizations including the Native American and Indigenous Peoples Cohort (NAIPC), the American Indian Science and Engineering Society (AISES) and the Indigenous Community of Graduate and Professional Students (ICGPS).

There are currently zero federally recognized Native American and Indigenous tribes in the State of Ohio, but a number of tribal nations in Oklahoma, Wisconsin, Michigan, North Dakota and Minnesota have ancestral connections to Ohio land. This list of tribal nations is documented in the Native American Graves Protection and Repatriation Act (NAGPRA) Indian Land Cessions 1784-1894 database.

For more information, contact [Dr. Melissa Beard-Jacob](#), Native American and Indigenous Intercultural Specialist.

Source: [Land Acknowledgement : Multicultural Center \(osu.edu\)](#)

A bit about Juneteenth too...

Juneteenth, a holiday first commemorated in Texas, marks the date in 1865 when slaves were read federal orders freeing them under the terms of the 1863 Emancipation Proclamation.

The celebration takes its name from “June” plus “nineteenth,” and marks the June 19th day when Major General Gordon Granger landed at Galveston, Texas with news that the war had ended and the enslaved were now free. He read from General Order Number 3 which began: “The people of Texas are informed that in accordance with a Proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of rights and

rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired laborer.”

Known as Emancipation Day or Black Independence Day in some circles, this holiday was recognized in 2006 by the state of Ohio and is now officially observed in 47 of our 50 states.

[Hasan Kwame Jeffries, Ph.D., associate professor of History at Ohio State University, discusses what Juneteenth means to Black Ohioans.](#)

Source: [Celebrating Juneteenth | Office of Diversity and Inclusion, The Ohio State University \(osu.edu\)](#)