



# From the Office of the President

Edward J. Ray

May 31, 2011

## Dear Colleagues:

A number of weeks ago, Terryl Ross, expressed his desire to step down from his position as director of Community and Diversity to pursue other interests. He will be departing at the end of September. At the same time, Donna Champeau is returning to her professorial position in the College of Health and Human Sciences, creating a vacancy in the position of director of Women's Advancement and Gender Equity (WAGE). In addition, we are in the middle of a search for a university ombudsperson. These changes and a recent internal review of the effectiveness of collaboration among the offices of Community and Diversity, Affirmative Action and Equal Opportunity, and WAGE, have led me to conclude that current circumstances present a unique opportunity for us to reexamine how we want to organize our efforts to promote equity and inclusion in the future.

Since he will be leaving the university, I have asked Terryl to spend the next few months developing his own position paper for me from his unique perspective regarding lessons learned over the last few years concerning the strengths and weaknesses of our efforts to build a more inclusive and supportive community. Terryl's perspective regarding orienting ourselves for greater success going forward will be instructive.

At the same time, I have asked Angelo Gomez to assume the position of interim executive director of Equity and Inclusion effective July 1, 2011. In that role, Angelo will have authority over Affirmative Action and Equal Opportunity, Community and Diversity and WAGE. The President's Commission on the Status of Women and the Board of Visitors will continue to report directly to me. Angelo will help me identify colleagues to serve on a self-study team to assess where we stand and how we can move forward dealing comprehensively with issues of equity and inclusion. I have asked that the scope of the analysis include efforts of the three offices already mentioned, as well as matters of disability access, veterans' issues, international student needs and other possible areas of concern for the campus community.

I have asked that the self-study be completed during winter quarter and that a peer review committee be asked to evaluate our plan, visit the campus and make recommendations to me by early spring quarter.

Many of us have found a wonderfully supportive community here at Oregon State University, but not all would echo that sentiment. We must understand more fully, on an ongoing basis, how individuals from a wide range of backgrounds and identities experience OSU and identify the organizational structure, programs and services to ensure that we achieve our highest aspirations for an equitable and inclusive University community. Angelo and I will share information concerning the composition of the self-study team, the peer review team, and the schedule for community forums, as they are developed.

Thank you for your support of our past efforts. I look forward to working with you to create a more equitable and inclusive community at OSU.



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President

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