

From: [Cfaes-all](#) on behalf of [Kress, Cathann A. via Cfaes-all](#)
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Subject: [cfaes-all] Dean's Update
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CFAES Dean's Update 4/14/20

I started this week with a CFAES All Council meeting, bringing together our Faculty Advisory Council, Staff Advisory Council, Graduate Student Advisory Council, and Student Council. I greatly appreciated hearing from the representatives from across our college and look forward to future collaborations. Thank you once again for your flexibility and all the ways you are doing things differently to manage the current situation. In today's update, we include information on the virtual interviews for the Assistant Dean for Diversity, Equity and Inclusion. Please note that you can review CVs and participate in the seminars. I encourage your participation.

Be well.

Dean Cathann Kress

Today's Updates include:

- Diversity, Equity and Inclusion: **Action needed- participate in interviews**
- Spring 2020 Faculty Advisory Council and the Dean of CFAES Grant
- Teaching
- Research
- Travel restrictions
- Zoom Exhaustion

Equity and Inclusion

Assistant Dean for Diversity, Equity and Inclusion Search

The Assistant Dean for Diversity, Equity and Inclusion search is moving forward with a distance-based process. Below is a listing of seminar dates open to all CFAES faculty, staff and students. Please share widely in your departments and units. During the seminars, you are welcome to ask candidates questions, and after the interviews, there will be opportunities to share feedback. Refer to Associate Dean Tracy Kitchel(.2) with questions about college leadership searches.

Candidate Patrice Dickerson ([view CV](#))

Apr 27, 2020 2:30-3:45 PM

Zoom: <https://osu.zoom.us/j/881356208>

Candidate Anne Massaro ([view CV](#))

Apr 29, 2020 2:30-3:45 PM

Zoom: <https://osu.zoom.us/j/547909546>

Candidate Kathleen Roberts ([view CV](#))

May 1, 2020 3:30-4:45 PM

Zoom: <https://osu.zoom.us/j/365713573>

Commitment to Diversity and Inclusion

President Drake reiterated [Ohio State's commitment to diversity and inclusion](#) yesterday in a campus wide email. "As Buckeyes, we have no tolerance for discrimination and harassment of any kind," he wrote. "We remain steadfast in our celebration of individual differences and diversity."

Students, faculty members or staff may seek support resources or report incidents of harassment, discrimination or sexual misconduct to the Office of Institutional Equity at (614) 247-5838, equity@osu.edu or equity.osu.edu.

For students, [counseling services](#) are also available through the Office of Student Life.

Faculty and staff can seek [employee assistance](#) through the Office of Human Resources.

For additional resources, please also visit the [Office of Diversity and Inclusion](#), [Office of International Affairs](#) and [Office of Student Life](#).

LOD Training for Week of April 13 – April 17: Let’s Talk About Race: Equity and Inclusion

As a land-grant university, we are making a pervasive commitment to equity and inclusion by addressing the needs of all Ohioans. At this difficult time as we adjust to the pandemic while ensuring business continuity, it’s critical to uphold our values. This week, “Let’s Talk About Race” is an invitation to start the conversation on racial and intercultural biases and share strategies to break the cycle of discrimination.

Session Objectives:

- Develop a shared understanding of unconscious bias, whiteness, and racism;
- Understand the sources of unconscious bias and how racial bias can influence interactions with others;
- Provide strategies to break automatic association;
- Gain a basic understanding of key constructs in critical whiteness studies and apply theoretical perspectives to the Extension context; and
- Learn abolitionists’ principles to inform the future work of Extension programs and help develop leadership capacity around issues of racial diversity, equity, and inclusion.

You do not need to register for any of these sessions. Simply show up and engage. These sessions will not be recorded to provide safe space for our participants. Log into this Zoom room for all sessions: <https://osu.zoom.us/j/634938327>.

Day, Date, Time	Event	Instructors/Facilitators
Tuesday, April 14 1–2 p.m.	Working on Whiteness: This condensed 60-minute workshop will invite participants to consider what it means to be white, explore why race is so hard to talk about, and identify strategies to center racial equity in our Extension work.	Whitney Gherman (OSU Extension – Marion County educator)
	Unconscious Bias Part 2:	

Thursday, April 16 1–2 p.m.	Reflection on participants’ experience on measuring their own unconscious bias. Develop strategies to combat bias and to use differences synergistically to improve intercultural effectiveness.	Amy Elhadi
Friday, April 17 1–2 p.m.	Extension Educators as Abolitionists Abolition principles are rarely used at the university level to organize our philosophies around community work. We will discuss how abolitionist principles can help foster anti-racist futures.	Johnnie Jackson, Ph.D. candidate (Miami University), diversity and equity supervisor, Marion City Schools

Spring 2020 Faculty Advisory Council and the Dean of CFAES Grant

The Spring 2020 Faculty Advisory Council and the Dean of CFAES Grant has been awarded to Drs. Eastridge, Weilert, and Zoller to fund their proposal entitled “A Model for Agricultural Workforce Development Programming: Farm Labor Management and Animal Health and Handling Certificate Programs”.

The PIs have identified a knowledge gap pertaining to management training and animal handling in an on-farm setting. This knowledge gap limits the ability of farm managers to retain employees and potentially leads to animal welfare issues and human safety concerns. To remedy this situation, the PIs are proposing to create and offer 2 non-credit certificate courses: 1) Training farm managers and, 2) Training animal handlers.

Although the research is being funded, given the current circumstances due to COVID-19, the work will be delayed until the university has lifted research activity restrictions or a review and exemption has been approved by the CFAES Office of Research.

Teaching Updates

Assignments and exams

Have questions about how to modify assignments and exams for a virtual environment? There are hour-long help sessions for faculty on this topic on April 15 and 16, led by staff from ODEE and the University Institute for Teaching and Learning. [Register through keepteaching.osu.edu](https://www.keepteaching.osu.edu).

Pass/No Pass guidance for instructors

Students have until Friday (April 17) to request Pass/No Pass grading. In advance of this deadline, Alicia Bertone and Beth Hume — the deans of the Graduate School and undergraduate education, respectively — sent a [joint memo providing instructors with guidance](#) about Pass/No Pass.

Course offerings for summer

The Keep Teaching website has been updated with a [course assurance form](#) that instructors should use to submit a class for approval for distance learning offerings in Summer 2020. The review is for change of delivery only; course goals, objectives and related considerations will not be under review because they were previously approved. The form includes core best practices that are derived from

a more comprehensive list of considerations for virtual delivery.

Research Updates

Exemption for CFAES Research and Extension Activities in Support of Mission Critical Areas
As of Friday, April 10, 130 requests for research/extension exemptions to the stay at home order have been considered. 56 have been approved to move forward, 5 were not approved until the stay at home order is lifted, and 69 had a delayed decision. The number of active projects needs to be kept to a minimum as we clearly cannot return to business as usual. Thus, the decision on any projects that the committee felt could be delayed were deferred for now. The committee will meet every Friday to consider new requests and to reconsider any previously submitted requests for which a final decision has not been made. The application process is open and will continue to accept requests as long as necessary. Further details and the application process can be found at: <https://grants.cfaes.ohio-state.edu/resources/covid-19-guidance>. Please note that any or all approvals may be rescinded if relevant health and safety precautions are not utilized, or additional restrictions are put into place by the State of Ohio, The Ohio State University (OSU), or the College of Food, Agricultural, and Environmental Sciences (CFAES).

KeepResearching.osu.edu

The Office of Research, in partnership with OCIO, has launched [KeepResearching.osu.edu](https://keepresearching.osu.edu). By clicking on "Research Hub," users can search for projects, expertise and resources and then connect directly with your peers. This section will be regularly updated. In addition, the office is collecting information on both internal and external funding that can support COVID-19 research. The site will also share COVID-19 research news coming out of Ohio State colleges and units.

Travel restrictions

All university-sponsored international and non-essential domestic travel cancelled through June 30. For more information visit: [Academic decisions and dates](#).

Zoom Exhaustion

In the article "Zoom Exhaustion is Real. Here are Six ways to Find Balance and Stay Connected" from <https://www.mindful.org/zoom-exhaustion-is-real-here-are-six-ways-to-find-balance-and-stay-connected/>, Steven Hickman, Psy.D., executive director of the Center for Mindful Self-Compassion, offers this timely perspective on managing our new virtual reality. He explains that while we interact online, our attention is different. We have limited visual cues from those on the call, and we may find ourselves distracted or checking email while we should be listening, and it can be exhausting. Below are "Six Ways to Manage Zoom so we Can Find Balance and Connection":

- Take a few moments before clicking "Start" to settle and ground your attention.
- Take the time to truly greet whoever is in the room with your full attention.
- Choose "speaker view."
- Resist the urge to multitask.
- Try to take measured breaks between sessions.
- And finally, remind yourself periodically that this is a new place.

COVID-19 Resources

INFORMATION AND GUIDANCE

- [Information about coronavirus and the university's response](#)
- [Guidance for students, faculty and staff](#)
- [Academic decisions and dates](#)
- [Guidance for researchers](#)
- [Human Resources information and guidance](#)

TIPS, TOOLS AND STRATEGIES

- [Keep Teaching: Resources for faculty](#)
- [Keep Learning: Resources for students](#)
- [Keep Working: Resources for staff](#)
- [Keep Researching: Resources for researchers](#)
- [University Institute for Teaching and Learning](#)
- [University Libraries resources](#)

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