

# Denison University Diversity Guide

Welcome to Denison University! We are happy that you are considering joining this dynamic, thoughtful, and inclusive campus where we value the diversity of our students, faculty, and staff. The purpose of this guide is to share information about resources available in our community that are not part of the application and interview process of a particular Department/Program/search committee. The people and groups in this guide have volunteered to answer any questions you might have and to share information which might be helpful to you and your family as you consider joining the Denison family.

Denison University's commitment to foster a diverse, inclusive, and equitable community is central to our mission as a liberal arts college to educate critical thinkers, discerning moral agents, and active citizens of a democratic, global society. This tenet has been a central part of our [course catalog](#) since 2006, when the general faculty of Denison University passed a resolution on the importance of diversity in the pursuit of a liberal education. We see the values of fairness and equality as crucial to the Denison way of life, and we hope that you will take a moment to explore what we have to offer.

One resource I would call your attention to is the [Denison Forward](#) plan for diversity, inclusion, equity and antiracism (IDEA), which was released in January 2022 after a two-year intensive information gathering period involving many different groups across campus.

*As stated by President Adam Weinberg, “Denison Forward is a thoughtful, inclusive, and data-driven approach to understanding the road behind us and carving a better path ahead. Among other recommendations, our action plan calls for increasing recruitment and retention of a diverse community of students, faculty, and staff; including antiracism as a part of professional development efforts; and making sure our students, particularly those who may face obstacles due to structural racism, have the resources and opportunities to launch into their chosen career paths. This plan is just the beginning. I am grateful for the hard work so many have put into developing Denison Forward, and I encourage our entire community to take part in this evolving plan to change — to improve — how we think and act. Together, we can shape a world based on human dignity and respect.”*

The Guide offers four sections of resource materials.

- **Resource for Applicants of Color and International Applicants**
- **Resource for LGBTQIA+ Applicants**
- **Resource for Religious Affiliation**
- **Resource for Parents, Caregivers, and Central Ohio residents**

If you have other questions, please feel free to contact me.

Kim Coplin  
Provost

**DIVERSITY GUIDE FOR DENISON UNIVERSITY**  
**Resource for Applicants of Color and International Applicants**

**Dear Denison Job Applicant/Candidate,**

We would like to answer any questions you might have about Denison (e.g. the climate of diversity, the institutional culture), the surrounding communities, and resources for you and your family. The contact people on this list can confidentially answer your questions or refer you to members of our community who identify themselves as Black, people of color and/or international faculty. We welcome your questions and look forward to meeting and talking with you.

**Two organizations especially support diversity**

**The Black Caucus:** An organization of Black faculty, administrators, and staff whose purpose is to support recruitment and retention of faculty/administrators/staff and students. Members of the Black Caucus meet regularly and would be happy to answer any question you have or refer you to others.

**FOCIF (Faculty of Color/International Faculty):** An organization dedicated to educating the community as we seek to increase our diversity mentoring and advocacy for faculty of color/international faculty once they arrive at Denison. Member of FOCIF meet regularly and would be happy to answer any question you have or refer you to others.

**Faculty Contacts:**

<a href="#">Dosinda Alvite</a>	Modern Languages
<a href="#">Lauren Araiza</a>	History
<a href="#">Isabelle Choquet</a>	Modern Languages
<a href="#">Ayana Hinton</a>	Biology
<a href="#">Ching-chu Hu</a>	Music
<a href="#">Fadhel Kaboub</a>	Economics
<a href="#">Toni King</a>	Black Studies/Women's and Gender Studies
<a href="#">Erik Klemetti</a>	Earth & Environmental Sciences
<a href="#">Andy McCall</a>	Biology
<a href="#">May Mei</a>	Mathematics
<a href="#">Omedi Ochieng</a>	Communication
<a href="#">Micaela Vivero</a>	Studio Art
<a href="#">Francisco Lopez-Martin</a>	Modern Languages
<a href="#">Nausica Marcos Miguel</a>	Modern Languages
<a href="#">Pedro Cadenas</a>	Economics

**Administration/Staff Contacts:**

<a href="#">Nicole M. Ausmer</a>	Associate Vice President/Dean of Student Life
<a href="#">Nancy Gibson</a>	Sr. Associate Director of Admission & Director of Multi-Ethnic Admission
<a href="#">Francisco Lopez-Martin</a>	Acting Associate Provost for Diversity
<a href="#">Arielle Johnson</a>	Senior Associate Director of Gifts & Records
<a href="#">Elizabeth Barringer-Smith</a>	Academic Administrative Assistant for Modern Languages
<a href="#">Iman Khan Homko</a>	Manager of Admission Visits & Events

[Sandra Cook](#)  
[Sid Nandury](#)  
[Jeremy Blake](#)

Registrar Associate  
Infrastructure & Operations Manager  
Desktop Support Specialist

**DIVERSITY GUIDE FOR DENISON UNIVERSITY**  
**Resource for LGBTQIA+ Applicants**

**Dear Denison Job Applicant/Candidate,**

We would like to answer any questions you might have about the atmosphere at Denison and in the surrounding communities -- for you and your family.

All of your inquiries will be confidential. The contact people on this list can answer your questions or refer you to other people who identify themselves as LGBTQIA+ or allies. Please visit our Queer Studies Program site at the link listed below. We welcome your questions and look forward to talking to you.

Denison University offers same-sex domestic partner benefits. For more details, please contact our Office of Human Resources.

**Faculty Contacts:**

<a href="#">Warren Hauk</a>	Biology
<a href="#">Ching-chu Hu</a>	Music
<a href="#">May Mei</a>	Mathematics
<a href="#">Charles St-Georges</a>	Modern Languages

**Staff Contacts:**

<a href="#">Nick Radmer</a>	Assistant Director of Admission
<a href="#">Jeremy Blake</a>	Desktop Support Specialist

[Out @ Denison](#) is a directory of "out" LGBTQ+ faculty and staff who serve as a network of support for students and each other.

**Community Contacts:**

- [Denison Outlook](#)
- [Denison Pride \(LGBTQ Alumni Network\)](#)
- [Equality Ohio](#)
- [Newark Ohio Pride Coalition](#)
- [Ohio State University LGBTQ+ Resource](#)
- [PFLAG Columbus](#)
- [Stonewall Columbus](#)
- [TransOhio](#)

**DIVERSITY GUIDE FOR DENISON UNIVERSITY**  
**Resource for Religious Affiliation**

**Dear Denison Job Applicant/Candidate,**

We would like to provide you with information about the religious diversity on campus and in the local community, as well as to answer your questions about this aspect of the climate at Denison. The individuals listed below may be contacted to discuss your questions, and/or refer you to other members of our community for assistance.

We welcome your questions and look forward to meeting and talking with you.

**Faculty/Staff Contact Information**

<b>Tradition</b>	<b>Contact(s)</b>	<b>Department/Office</b>	<b>Email</b>
Buddhist	Lisbeth Lipari	Communication (faculty)	lipari@denison.edu
Episcopal	Gregg Parini	Head Swim Coach/ Physical Education Faculty	parini@denison.edu
	Elizabeth Barringer-Smith	Modern Languages	barringerl@denison.edu
Islam	Hanada Al-Masri	Modern Languages (faculty)	almasrih@denison.edu
Hindu	Veerendra Lele	Anthropology and Sociology (faculty)	lelev@denison.edu
	Sid Nandury	ITS	nandurys@denison.edu
Jewish	Margot Singer	English (faculty)	singerm@denison.edu
	Caitlin Latta	Admissions	lattac@denison.edu
Presbyterian	Jeff Kurtz	Communication (faculty)	kurtz@denison.edu
	Jesse Leary Yeager	Admissions	yeagerj@denison.edu
Quaker	Jessica Rettig	Biology (faculty)	rettig@denison.edu
Roman Catholic	Sarah Crown Rundell	Academic First-Year and Sophomore Dean	rundells@denison.edu
	Sarah Gepper	Human Resources	geppers@denison.edu
Secular Humanist, Agnostic, Atheist, Pagan	Jeff Thompson	Biology (faculty)	thompsonjs@denison.edu
	Chuck Sokolik	Chemistry (faculty)	sokolik@denison.edu
	Kristen Pantle	Library	pantlek@denison.edu
United Methodist Disciples of Christ	Joyce Meredith	President's Office (staff)	meredithj@denison.edu
	Jeff Gill	Local Clergy	knapsack77@gmail.com
	David Snider	Knowlton Center	sniderd@denison.edu

**For information about traditions where contacts are not listed below, please inquire with Stephanie McLemore, University Chaplain and Director of Religious and Spiritual Life: [mclmores@denison.edu](mailto:mclmores@denison.edu) or 740.587.8504.**

Additional information is available on the [Center for Religious and Spiritual Life website](#).

**Student Organizations:**

You may contact the [Office of Religious and Spiritual Life](#) or The Center for Belonging and Inclusion to acquire the names and e-mail addresses of current officers for the student groups listed below:

- › Asian Culture Club (ACC)
- › African Student Association (ASA)
- › AfroSpice Dance Team (ASDT)
- › Black. Latin X. Asian STEM Society (BLASS)
- › Black Student Union (BSU)
- › Denison Asian Student Union (DASU)
- › Denison International Student Association (DISA)
- › Global China Connection (GCC)
- › La Fuerza Latina (LFL)
- › Middle Eastern Cultural Organization (MECO)
- › Outlook (OL)
- › Sazón Latin Dance (SAZON)
- › Hillel (DHL)
- › Muslim Student Association (MSA)
- › First Generation Network (FGN)
- › Immigrants without Borders (IWB)
- › Diversity & Inclusion Group (DIG)

## Resource for Parents, Caregivers, and Central Ohio residents

### Resource for Parents with Young Children:

<a href="#">Isabelle Choquet</a>	Modern Languages
<a href="#">Erik Klemetti</a>	Earth & Environmental Sciences
<a href="#">Heather Rhodes</a>	Biology
<a href="#">Mirela Butnaru</a>	Modern Languages
<a href="#">Sarah Ghiloni</a>	Assistant Director Enrollment Operations
<a href="#">Jesse Leary Yeager</a>	Associate Director of Admission, Coordinator of Transfer Admission
<a href="#">Sarah Gepper</a>	Associate Director, Workplace Engagement & Development

### Resource for Caregivers for Aging Parents:

<a href="#">Sarah Burns</a>	Senior Asst. Director of Admission
<a href="#">Belinda Carr</a>	Operations Assistant
<a href="#">Karen Tieman</a>	Administrative Assistant
<a href="#">Jennifer Grube Vestal</a>	Associate Dean of Students/Director of Academic Resource Center

### Columbus Contacts:

[Columbus Urban League](#)

[NAACP Columbus Branch](#)

[The Diversity Chamber of Central Ohio](#)

### Licking County Contacts:

[Licking County NAACP](#)

[Newark Pride Coalition](#)