

Diversity Council  
September 14, 2009  
Minutes

E. Abercrombie, L. Bilonis, S. Butler, C. Collins, S. Downing, T. Guerin, V. Hardcastle, J. Heisey, H. Kegler, M. Livingston, T. Lolli, B. Marshall, R. Martin, C. Miller, N. Pinto, B. Rinto, K. Robbins, P. Shannon-Baker, M. Stagaman, G. Wharton, W. White

Guest: T. Perzigian

Chair Report

L. Bilonis welcomed T. Guerin as a new member of the Diversity Council. T. Guerin is Associate VP for Purchasing and secures contracts with businesses in the community for the university.

L. Bilonis noted one other new appointment is forthcoming. If there are suggestions for augmenting the Council, please let him know. A rotation of membership will begin next spring.

Guest

L. Bilonis introduced T. Perzigian, Senior VP for Academic Affairs & Provost, who joined the Council to discuss the impact of collegiate restructuring. T. Perzigian acknowledged the work of the Provost Committee on Faculty Diversity and described their work from the past year. They issued a call for proposals from units and colleges to compete for funds (from the Diversity Council budget) that would help with faculty recruitment to support new hires and cultivate faculty. As a result, twenty-four awards were made and it was considered a success and will continue this year. T. Perzigian reinforced the need to promote the development of an accountable system at UC running across all lines. Faculty diversity is the number one challenge facing UC and needs improvement.

T. Perzigian shared the latest phase of collegiate restructuring which not only calls for internal changes but changes throughout higher education with legislation from the Ohio University System of Ohio. It calls for education to be more accessible and many students will have to start out at the regional or community colleges. The Uptown Campus will not be in the business of two year degrees. The university's subsidy is no longer based on the number of students enrolled, but in course completion and graduation figures. CAT will cease admission in 2010. Three committees are in the process of being formed to address the impact of this action: 1) The delivery of developmental (remedial) courses which will become the responsibility of A&S. UC will continue to serve students who need one to two remedial courses. 2) Prepare a set of recommendations for admissions and pathways to baccalaureate programs. In lieu of CAT admissions, forge a much stronger partnership with the regional campuses and Cincinnati State with the Uptown Campus. 3) Create the advising structure and resources needed.

He expressed his support for the need to do a better job of recruiting students into the four year programs. Part of that strategy needs to be targeted at students of color.

W. White expressed his concern about losing African American enrollment over the next few years with the loss of CAT. C. Miller reported that of the 22,000 students at Uptown, 11% are African American. African Americans enrolled in CAT are 33%. When CAT is dissolved, African American enrollment will go from 11% to 10% if no additional students are recruited.

W. White also shared concern about the probability of students going to the regional campuses or Cincinnati State and not being able to transfer to the Uptown. C. Miller reported for all colleges, with the exception of CCM, DAAP, Nursing and Pharmacy, articulation agreements will be drawn up for students entering the two year campuses who desire to transfer to the Uptown Campus. These agreements will outline the criteria they need to meet to be successful.

M. Livingston reported much progress has been made in regards to transfer over the years. UC is now one of the best institutions in the state for transferability. He and T. Perzigian have met with African American community leaders to share the details of CAT and potential impact on African American students. Admissions staff have met with all the counselors in CPS schools to inform them and in turn their students about this upcoming change. M. Livingston reminded all they are ambassadors of this work.

#### Integrating Diversity Goals into University Planning Process

L. Bilionis, T. Perzigian and M. Livingston are moving this proposal (distributed copies) throughout the various governance bodies vetting process for approval and implementation. In addition to the current six university goals, VPs and Deans will include this new seventh goal of diversity and inclusion into their planning process along with accountability measures. M. Livingston reviewed the flow chart on the last page which reflects the annual planning process as well the seven criteria listed under the new goal. The reporting structure will become a separate document that will be submitted to the CDO and shared with the Diversity Council for review. This will reflect all the work being done in units on an everyday basis and expand on the inventory conducted earlier. After review, the Diversity Council will make recommendations to the President on areas for improvement. V. Hardcastle suggested that the recommendations submitted to the President be copied to VPs and Deans so they are included throughout the process. This suggestion will be added to the proposal. The Diversity Council will have to decide how to take advantage of this information. M. Livingston plans to discuss the implementation of the new goal with the President after he begins in November. This will be presented to the President's Cabinet on 9/25.

L. Bilionis thanked T. Perzigian for his time. T. Perzigian encouraged more faculty representation on the Diversity Council. However, there are three faculty appointments as prescribed by the President.

#### CDO Report

1) M. Livingston will invite the new president to join the December Diversity Council meeting to talk about his expectations. 2) The next issue of the UC Magazine will be diversity focused and is due out the end of September. Each Council member will be given ten copies for their use as ambassadors to share with colleagues. 3) He passed around certificates issued to the university and the Diversity Council for participation in the Civil Rights Games in June. 4) In his evaluation from Interim President Rimai, there was a request to have a 3-5 year diversity plan; he will have a draft completed by the end of the year. 5) The Just Community Principles are proposed to become the university's Core Values. He shared a draft intended to be a comprehensive document that includes the university's mission, core values, university goals and the framework. Feedback would be appreciated by 9/18. He will share this with the new president. 6) M. Livingston reported that L. Parker has been battling cancer and wished to share the success of the Diversity Recruitment Training Institute held in the summer where 180 employers and participants spent the day focusing on diversity hiring. The DRTI is an excellent example of a diversity initiative we would like other units throughout the university to develop.

#### Community Collaboration Subcommittee

M. Stagaman provided an overview of the group's work and their goals for the coming academic year. They are learning more about the community as a whole and how it views UC and looking at opportunities for students of color. They spent the past year learning and listening to feedback in focus groups from key stakeholders and are aware of the challenges and opportunities. She would like to revive an outreach program from several years ago where key community leaders are invited to campus. Invitees would include those who have an affinity for UC such as NAACP, Hispanic Chamber of Commerce, etc. If there are suggestions, please forward those to M. Stagaman. They will also conduct focus groups with targeted student groups and ask various questions about why they chose UC and have continued their studies. This information will be incorporated into the recruitment process. Key alumni will be identified in various locations/key marketing areas and used for recruitment. M. Stagaman and E. Owens will continue their report at the start of the next meeting.

Minutes approved by L. Bilionis and M. Livingston.

#### FUTURE MEETINGS

Monday, October 19, 1:30  
Monday, November 16, 1:30  
Monday, December 14, 1:30  
Monday, January 11, 1:30  
Monday, February 15, 1:30  
Thursday, March 18, 1:30  
Monday, April 26, 1:30  
Thursday, May 27, 10:00  
Monday, June 28, 1:30  
Thursday, July 29, 10:00