

Diversity Council  
December 7, 2011  
Minutes

Present: D. Acosta, J. Anthony, K. Beck, F. Bowen, J. Bryan, M. Cureton, R. Cushing, C. Goode, T. Guerin, G. Hand, W. Harris, T. Jones, H. Kegler, T. Kershaw, R. Lee, M. Livingston, B. Marshall, M. McCrate, D. Meem, L. Newman, K. Robbins, G. Wharton

Chair Report

M. Livingston opened the meeting on behalf of L. Billionis who was serving on jury duty and sent his best wishes to all for the holiday season.

M. Livingston recognized D. Acosta who is stepping down from the deanship at the end of December, thanking him for his service on the Council and his contributions. M. Livingston reported a new member has been added to the Council at the recommendation of the President; new police chief & director of public safety, Michael Cureton. He will be joining the meeting a little later.

EOC (Equal Opportunity Coordinator) Meeting

G. Wharton reported on the recent meeting he holds with the EOC representatives from each college and unit. M. Livingston was to speak at the meeting regarding lessons learned in conducting a search process that reflects a diverse pool of candidates, but the building was evacuated due to a fire alarm. The EOC's role is to ensure their college/unit is able to better recruit, share knowledge of available resources and make recommendations within their respective units on searches. G. Wharton distributed information and reviewed data from that meeting on diverse faculty and executive positions. Women in management/senior executive level positions reflect an increase of 41%; the national benchmark figure is 53%. Since 2008, there has been an additional 38 women faculty hired, but there is still the issue of retention. M. Livingston noted this should be part of the Diversity Plan as we try to progress in goal setting. African American full professors are at 4.1%; the highest it has been in many years. Many associate professors have been lost; some through promotion and others through resignation. Recruitment efforts for associate professors need to increase. G. Wharton reported the university's goals are targeted at African American, women and people of color.

M. McCrate stated there is no legal issue in establishing goals; quotas are the issue as well the process one takes to achieve the goals. W. Harris stated it would be beneficial to explicate the process when establishing the goals to minimize any scrutiny. M. McCrate stated the Diversity Council may want to adopt the policy of the EEOC (Equal Employment Opportunity Commission). It's important to make the distinction from compliance with the federal regulations and the Diversity Council's vision. Do we want to be compliant? Do we stop there or go beyond? M. Livingston stated that G. Wharton's office is to be used as a resource for data.

G. Wharton noted in the past few months four searches for senior level positions resulted in 52 applicants but two of these positions only had one applicant each and those individuals were appointed. There is concern about these types of appointments. Some people can be moved up without the search process because they are in a promotional position. Many in the UC community view these targeted hires as circumventing the hiring process. However, some of these appointments are acceptable if there is a rationale in keeping with the spirit of diversity. G. Wharton stated he does approve such hires in extenuating circumstances.

It's important to keep in mind that perception is reality. If people have concerns, direct them to that appropriate area/person to have a conversation offline so the issue does not escalate.

For all searches (of any manner), HR should be involved.

T. Jones shared that searches in the Athletic Department are an anomaly as they move very quick and candidates are identified and hired in a matter of days.

J. Bryan reported he has made appointments without searches and shared examples such as the "trailing spouse" of a faculty member.

M. Livingston wanted to ensure that all Council members have a comfortable understanding of the conversation and the logic and intent of the discussion especially given the role of Council members as ambassadors in the community. There are different means to change the end result and this should be shown when one uses these practices. It's important to behave in the spirit to reflect the Council's purpose. This group can articulate diversity as a virtue of the university.

Many at UC feel there is a double standard in the hiring process. If you are powerful enough, there is a different standard and process to follow from the established practice. Diversity Council is not the appropriate body to address this issue, but this body has an obligation to share information with the president; there is some recourse. There should be a vehicle for this concern (double standard).

F. Bowen stated transparency and communications are lacking. A culture of doing certain things has been created, but it doesn't mean the culture goes all the way down the line. We can't allow this behavioral culture to permeate the place.

The question was asked about exact positions that were being referenced and who raised the concern. M. Livingston reported the meeting he and L. Bilionis attended of the African American Faculty & Staff group was one example where specific positions were questioned.

M. Livingston concluded the discussion stating it can continue as long as it is felt necessary. This item can be part of the recommendations submitted to the President.

#### New Appointment

M. Livingston introduced M. Cureton and shared some of his background and expertise noting he is highly regarded in the larger community.

As there was not sufficient time to address the remaining agenda items, the following is an update.

#### Voluntary Use of Race to Achieve Diversity in Postsecondary Education

M. Livingston acknowledges D. Meem for sharing the article which puts into perspective how race can be achieved in postsecondary education.

#### Diversity Template Update

All unit templates have been received and M. Livingston has provided copies to D. Merchant and B. Marshall who will prepare a model for the next step in the process. M. Livingston has had discussions with K. Faaborg to develop a plan for integrating diversity into the President's evaluation process. There will be a report at the next meeting.

#### Diversity Incentive Grants

The call for proposals will be disseminated in the next week. Information can be accessed on the diversity web site ([www.uc.edu/diversity](http://www.uc.edu/diversity)).

#### The Women's Book

Copies of the 2012 edition will be mailed to Council members.

Minutes approved by M. Livingston.

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

January 4

February 1

March 7

April 4

May 2

June 6

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