

Diversity Council
November 7, 2012
Minutes

Present: B. Arkeilpane, K. Beck, M. Boaz, G. Glazer, G. Hand, W. Harris, R. Hays, A. Lind, M. Livingston, B. McClung, D. Merchant, G. Mohar, T. Murphy, L. Newman, K. Robbins, C. Short-Thompson, K. Simonson, L. Smith, R. Zierolf

Welcome

C. Short-Thompson welcomed all to the meeting.

She reported the enthusiasm from the Diversity Council Steering Committee for the 2013 Diversity Conference and ways to use the conference as a means for sharing best practices. This is an opportunity that shouldn't be lost for people to share ideas and highlight areas that may not be well known. Council members should encourage people in their units to participate. She welcomes ideas on how she can accelerate this effort.

C. Short-Thompson reported her college is in the process of adopting a survey instrument to conduct a climate survey. She believes this needs to be done university-wide to get the pulse of faculty, staff and students. There is also an interest in obtaining a read of the alumni and general community.

K. Simonson suggested a session at the conference where attendees can talk about the status of the campus climate and plans for diversity in their units. If the campus-wide survey has been conducted by the time of the conference, the results could also be discussed in this session. Also suggested is conducting a live interactive survey during the conference which would immediately give results to participants.

Once the campus-wide survey is conducted, appropriate individuals need to be prepared to respond/act on the feedback from the survey. The community will be watching to see what is done in response to the survey results.

A. Lind stated if the goal is to have more faculty participate in the conference, then it needs to focus on their area of interest (research). C. Short-Thompson asked for input on the best way to do address this need. A. Lind can create a list of names to target such as department chairs and faculty. R. Martin will help via the Provost Office.

C. Miller called attention to results from the Student Satisfaction Instrument (SSI). There is a section on this survey for campus climate and it has consistently shown students' satisfaction in this area. L. Mortimer and N. Frame from Institutional Research work on this survey; C. Short-Thompson asked they be invited to the next meeting to present. There is the question of whether it's better to build your own survey or buy such a product.

C. Short-Thompson would like to begin reviewing the various instruments with the Council to identify the best model. The survey will be inclusive and address all constituents of diversity areas, i.e., LGBTQ, disability, etc. It should be noted that D. Merchant and the Metrics Committee are coordinating a survey for the university to assess the campus climate. All efforts should be coordinated.

Enrollment

C. Miller was invited to the meeting to update the Council on enrollment for underrepresented students. She distributed and reviewed slides (attached). Following the meeting, C. Miller shared data on the six year graduation rate for the Uptown baccalaureate class; this information is attached. She noted the following points in her presentation:

- UC no longer receives funding on subsidy and now only receives funding based on student completion.
- The need for Pell grants has increased three-fold since 2008.
- Incoming freshmen arrive to campus not prepared for classes; they need remedial courses.
- A new law will soon prevent four-year institutions from admitting high school students not meeting the core requirements.
- Many colleges have staff members dedicated to diversity recruitment; their efforts need to be coordinated with her office; all agreed the importance to work as one university and not in a silo culture.
- Admissions has improved efforts to assist students at the regional campuses to transition to the main campus given their increased diverse population.
- There has been little success in out-of-state recruitment but a Chicago recruiter is now in place but it will take time to yield results.
- It would be beneficial to have faculty involved in recruitment efforts; some colleges are very supportive of this effort but many are not.
- In 2006 baseline admissions criteria was established; prior to that time there was no baseline criteria.
- This past spring the 2006 baccalaureate class graduated and the African American graduation rate increased from 34% to 40%.

C. Short-Thompson asked all to give further thoughts about what each member can do for next steps. The deans need to focus on raising money for scholarships. We need to gather together those engaged in diverse recruiting from different units/colleges to share ideas and collaborate to have maximum impact at UC.

Faculty & Staff Data

M. Livingston recognized M. Boaz for his presentation at the last meeting (see attached data) M. Boaz is working with D. Merchant and the Metrics Committee to determine how best to use the data. It will be utilized to frame questions for the survey. C. Short-Thompson is interested in seeing the data disaggregated and asked to then distribute the data to the units to show each unit's data along with the whole university's data. The Council should review the disaggregated data in a future meeting (presented by M. Boaz and D. Merchant).

Future Presentations

M. Livingston reported D. Merchant is scheduled to present at the next Council meeting on the work of the Metrics Committee, including progress on the survey. He asked for thoughts on future presentations and suggested each unit represented on the Council could rotate for a presentation. R. Martin will present in January. B. Arkeilpane suggested a presentation on how the Athletic Department supports student-athletes helping diverse students succeed. They have developed an infrastructure that could possibly be used university-wide.

CDO Report

M. Livingston referenced the CDO position description which was sent with the agenda asking all to review and send feedback to K. Riehle by 11/13. The diversity incentive grants will be distributed again. The Steering Committee will determine the focus of this year's grants.

Survey of Council Members

C. Short-Thompson stated she would like to send out a brief survey to the Council to learn what members would like to see accomplished as well any other information to share. Look for this survey soon.

Minutes approved by C. Short-Thompson and M. Livingston.

2012-13 Meeting Schedule (8:30-10 AM)

December 5

January 9

February 6

March 6

April 3

May 1

June 5

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