

Diversity Council
May 16, 2011
Minutes

Present: D. Acosta, C. Beck, L. Bilonis, F. Bowen, J. Bryan, S. Butler, S. Downing, T. Guerin, A. Hagerty, G. Hand, T. Kershaw, R. Lee, A. Leonard, M. Linger, M. Livingston, B. Marshall, M. McCrate, D. Meem, D. Merchant, C. Miller, N. Pinto, B. Rinto, K. Robbins, K. Simonson, C. Veraldo, G. Wharton

Chair Report

L. Bilonis welcomed newly elected student body president, Alan Hagerty, and vice president, Michael Linger, to the Diversity Council. They provided a brief history on their background with both being fourth year engineering students and in the MBA program.

L. Bilonis thanked both B. Marshall and S. Downing for their leadership in the 3rd annual Diversity Conference and acknowledged L. Newman's role as she steps up to chair the conference next year.

It is the intention to schedule the Safe Zone training for the Council at its June 20th meeting. If the timing does not work, then it will be scheduled for a future meeting. Following the training, the remainder of the meeting will be devoted to the Diversity Plan. He encouraged all to come prepared for a discussion on items that he and M. Livingston can recommend to the President to take appropriate action on from the Plan.

C. Miller reported on enrollment. May 1st was the national reply date and these numbers are a good indicator for the final enrollment count in the fall. The freshman class is 10% larger. The diversity numbers are as follows: Main Campus African American - increase of 7.5% which is 202 more students; regional campus African American - increase of 71% which is 40 students; all campus African American is up 21% and 293 students. She noted there has been a challenge of transportation between RWC and Main Campus, but it appears there is a deal being negotiated for shuttle service. There is a 30% increase for international freshman which equals 30 students; Hispanic is up 3% and Asians are up 30%. Multi-racial is up 27%; of this 27%, half indicated African American is one of their races. Last year, Main Campus had 84% white students; this year it appears to go down to 82%. There will be 15% of the student body from out of state compared to 11% last year; but not all pay out of state tuition due to reciprocity agreements.

Diversity Plan

B. Rinto reported the Task Force co-chairs have been vetting the plan with various constituents and have completed eight sessions with two remaining. The Task Force will meet on May 25 to review feedback from these sessions and determine what to include, modify, etc. and then forward a new plan to the Council. Some of the themes that have emerged are: women advancement is not adequately addressed, pipeline for underprepared students, recruiting students of color from CPS, overall issue of retention, better alignment between the Plan's goals/objectives with metrics/indicators of

UC2019, requests for definition of terms. T. Kershaw stated that the issue of gender was not specifically related to people of color and underrepresented groups. He further shared that people are looking at the plan with a view of "what can it do for me" rather than "what can it do for the community". This may be an issue and suggested people need to let the whole initiative move forward and let go of their individual view. All are anticipating next steps and awaiting that news and want to know when it will be implemented; some have reservations until they actually see action. M. Livingston shared with the end of the fiscal year, funding may not be designated for the initiatives in the plan for the current cycle. However, the President has requested a recommendation from him and L. Billionis on items he can act upon immediately. Additionally, the first year will be spent prioritizing items. L. Billionis referenced the meeting with the President's Cabinet was a good session. He thanked all for their work on the plan and there will be continued support as it moves forward within the context of UC2019 and the Academic Master Plan.

Diversity Conference

B. Marshall distributed an update reporting there were 350 in attendance which was a 12% decline from last year. However, there was more faculty participation, especially with the presenters and there was more senior level representation. S. Downing reported on feedback received indicating that people were satisfied with the diversity of the presenters and there were more sessions. Better PR about the conference is needed. S. Butler reported she sent half of the HR staff to the conference after surveying them and receiving feedback indicating they were uninformed on diversity matters. Many indicated they liked this method and could encourage unit heads to bring their staffs to future conferences as a strategy to increase attendance. J. Bryan would like to see a special track of sessions that would appeal to faculty (something they can personally relate to, i.e., their involvement with faculty searches). T. Guerin reported B. Ambach offered to pay registration fees to encourage attendance. These suggestions will be shared with the new conference chair. G. Wharton reported the keynote speaker, Brenda Allen, is returning to campus on May 18th and invited all to join a special session with her.

CDO Report

M. Livingston called attention to the South Central Ohio Minority Supplier Development Council Conference that T. Guerin is participating in and President Williams and M. Livingston will join their Gala in November.

M. Livingston reported F. Bowen has been involved in conversations with Campus Planning/Design about space for the new LGBTQ Center. Resources and space have been identified on the 6th floor of SSLC and he is hopeful that this can be completed over the summer. M. Livingston is willing to provide assistance if needed with Campus Planning to ensure this timeline is met.

He met with G. Williams and K. Faaborg to discuss implementing diversity objectives in all units that align with UC2019 goals. They need to discuss a timeline as this will be a separate process in the first year and then will be integrated into the normal planning

process for future years. Once this information is submitted, it will be analyzed and shared with the Diversity Council.

L. Bilionis reported the EO Coordinators have been a wonderful addition to the search process. This is just one example of diversity initiatives in place (even without the plan). Also, the Provost has made a call to all colleges for evaluation information and goal setting and diversity is part of that request. J. Bryan reported colleges are feeling more pressure from the EO Coordinators and the entire process. There is resistance but it's having an effect; the pressure will be relieved eventually once they see the benefit from it. This is a culture change.

M. Livingston reported on the collaborative venture with P&G and NURFC of STEER - Striving to Transform, Enrich, Empower and Transform. The kick-off event was 5/10 with 50 P&G managers being paired with 50 UC sophomore students in a mentor/mentee relationship. UC has provided training to the corporate leaders who will see their mentees through to graduation. In September there will be a media event with the three presidents of these organizations inviting 40-50 other corporate leaders to use their model to do similar initiatives either with UC or another school. M. Livingston thanked Carol Tonge for being the point person for UC and D. Merchant for providing support.

M. Livingston reported he met with James Page, the diversity officer at Children's Hospital who expressed interest in collaborating on diversity initiatives with UC. He is likely to be invited to a future Diversity Council meeting to share his experience and future opportunities.

Announcements

B. Rinto reported on the C-Ring program that held its event awarding Kimmins Southard with their top honor.

The University Recognition Ceremony was held the past weekend celebrating achievements from students, faculty and staff. M. Livingston noted it was a very diverse representation of the university.

C. Miller noted the top ten Cincinnati Scholars have been confirmed; a very diverse group of half male and half female; two African Americans and two Asians. Additionally, they anticipate 48 National Merits; 4 of whom are National Achievement recipients. They have a 71% yield on Turner Scholars.

M. Linger noted he and A. Hagerty are putting together their Cabinet, including the director of Diversity.

B. Marshall invited all to a Proudly Pennies event, a "Stadium Steps Challenge", on Saturday, May 21 that will benefit CPS homeless students in a mentoring program.

L. Billionis recognized S. Downing who will be leaving UC for another position noting this was her last meeting. He extended his good wishes and appreciation for her work.

Minutes approved by L. Billionis and M. Livingston.

NEXT MEETING

June 20, 1:30

Distributed: 5/25/11