

Diversity Council
April 3, 2013
Minutes

Present: B. Arkeilpane, K. Beck, L. Billionis, J. Blizzard, F. Bowen, N. Cabrera, G. Glazer, C. Goode, T. Guerin, G. Hand, M. Langford, B. Marshall, R. Martin, R. Mehta, D. Merchant, L. Newman, D. Reed, C. Short-Thompson, K. Simonson, L. Smith, R. Zierolf

Guest: B. Elliott

Welcome

C. Short-Thompson opened up the meeting with introductions of all members. She congratulated L. Newman and B. Elliott on organizing the Diversity Conference. She and B. Marshall presented them with flowers and letters from President Ono.

Diversity Conference Report

B. Elliott and L. Newman reported that over 400 registered for the conference with 150 registrants coming in the last week. She thanked the 40 volunteers. She and Brandi Elliott are in the process of assessment and will provide feedback to the Council later. R. Jackson gave the keynote address at the opening session and S. Ono provided the welcome. A staff member is doing her dissertation on the conference and will share an analysis. G. Glazer noted some of the presenters did not present well and suggested some level of support be offered to session presenters prior to the conference. Next year's conference is April 2, 2014.

CDO Report

B. Marshall invited Council members to attend a special session on Friday, April 5, 11 AM facilitated by T. Guerin to discuss the process of selecting a diversity consultant.

The Council's last meeting is in June and plans are underway to begin the 2013-14 academic year with a retreat in August and then followed by the regular monthly meeting schedule.

A sign-up sheet was passed around for members to join one of the Diversity Committees. Two are already in place (faculty and students). B. Marshall will attend the initial meetings to give an overview and charge. She will be contacting individuals about chairing these committees.

Following the June 5th Council meeting, an orientation session will be held for new members and those who joined mid-year. This will provide an opportunity for those individuals to understand the function and role of the Council in the university structure.

The Ethnic Reception will be renamed the Diversity Reception and President Ono will host the next event at the University House on either May 16 or 17. All were asked to

reply to K. Riehle with their preferred date. There was concern about transporting students to an off-site location. Use of the shuttle bus or car pooling was suggested.

National Diversity Week is the week of October 7, 2013. The Diversity Reception and other activities will be scheduled. Suggestions are welcome.

Diversity Portal

B. Marshall reported on the need to have open access to diversity data. She has had conversations with UCit about the ability to create an online portal and have all systems (UniverSIS, SAP, Advance) speak to one another providing information in all content fields and in all dimensions of diversity. She distributed an informational sheet and asked for feedback identifying other data that would be useful. She envisions the portal providing dual capability: 1) anyone can search online for general diversity data, and 2) to acquire more in-depth data, it would require the UC ID and password. C. Goode noted that the SIS project is underway with implementation tentatively scheduled to begin in January 2014. The portal will need to correlate with all systems. B. Marshall acknowledged the portal will be phased in at different times. Much of the information already exists and it's a matter of pulling in all the data in a user-friendly manner. It was suggested that given the backlog in UCit, it may be advisable to outsource the job with another company. B. Marshall will continue to work with appropriate people to move this project along. Continued feedback is welcome.

Listening to the Future

R. Martin reported the Provost Office has compiled a list of items being done in accordance with the Academic Master Plan and some originally proposed have fallen off given they are not critical to the mission. The next phase is how to move to the next level. Provost Johnson put together "Listening to the Future" which are brainstorming sessions across campus to focus on: 1) breaking down the silos, 2) building on strengths, 3) anticipating the future and identifying what we do well, and 4) what will make a difference to solving real world problems. She opened the brainstorming session with the example of the STEM programs; they are something the university does well and should be institutionalized. Other suggestions: 1) J. Blizzard suggested expanding the Niehoff Studio. It brings together fifth year students in DAAP, Business and Engineering to work on real world problems. This should be opened up to third and fourth year students. There are many other programs that students can contribute to in the community. 2) Revenue generating programs should be considered. When international students come to Cincinnati (either to UC or other colleges) there is an opportunity to provide a wide range of support services. 3) J. Blizzard stated that students would like to see more local partnerships between UC and corporations as it relates to these companies hiring UC students. He shared his experience with a P&G department that does not look to UC for hiring students and goes out of state. It is noted this is a case by case situation and multiple units provide career services for their students. D. Merchant referenced UC Span with conversations beginning last year among multiple units that provide career services. G. Glazer suggested that we look at the Ohio Strategic Plan and become an institution known for diversity.

T. Guerin indicated his willingness to help but he just needs information to follow up. B. Marshall suggested engaging UC alums to encourage them to recruit students in their companies.

Additional information can be found at <http://www.uc.edu/provost/priorities/listening.html>

R. Martin noted work will continue with the feedback received from these sessions over the summer and a draft report is expected in the fall.

Climate Survey

C. Short-Thompson reported there are a number of instruments available (ones that can be customized) and the target audience for the survey is faculty and staff. Students are surveyed via NSSE and SSI. K. Simonson mentioned that both the NSSE and SSI surveys don't allow a deep dive on diversity issues for students and recommended exploring an instrument that does. We may decide to survey students next, following employees. We are reviewing the survey that was utilized in 2010 and may use some of those questions incorporated into a new survey. We hope to execute the survey in the fall. If the survey is built in house, it would cost less but not provide external benchmarks. The survey needs to identify the "ideal of diversity" and should not just ask if they feel included. G. Glazer would like to have the data available in the fall which would mean conducting the survey in the summer. However, there was concern if faculty would respond in the summer. It was suggested that President Ono send the request to faculty and staff asking them to complete the survey giving it a high priority. Additionally, the survey should not be long and the goal of the survey should be clearly stated. Interim Provost Johnson has offered to provide funding for this project.

Announcements

L. Newman asked all to send pictures and text for the Just Community brochure.

C. Goode re-issued C. Gooden's invitation to the Salute to Excellence program on April 9, 7 pm in the Great Hall.

Minutes approved by B. Marshall and C. Short-Thompson.

Future Meetings

May 1

June 5 (followed by orientation session for new members)