

Diversity Council
October 1, 2015
Meeting Minutes

Present: E. Abercrombie, K. Bankston, P. Beetem, G. Glazer, T. Guerin, T. Herrmann, E. Hudson, D. Juran, K. Kovach, S. Luzuriaga, B. Marshall, S. Ono, M. Reilly, S. Sherman, C. Smith, N. Vincent

Welcome

B. Marshall opened the meeting noting it was combined with a training workshop led by T. Lewis from Make It Plain Consulting. She welcomed new community member, Ed Hudson, from Kroger and he also chairs the UCF D&I Community Advisory Council.

President's Remarks

S. Ono stated the Diversity Plan expires at the end of the academic year and the Council is key to writing a new plan; one that focuses on changing the institution. He noted the tragic incident on July 19 that had an impact beyond campus. He does not want this incident to define UC but to be a catalyst. He and the Board are committed. He is appointing a high level group of civic leaders to look critically at UC and define a clear vision. They will review the data and recommend action steps.

B. Marshall said the Council is a dream team and looks at what each member brings to the table. She expressed her appreciation to all and is excited about the coming year.

T. Lewis led the workshop activity.

The meeting resumed.

Approval of Minutes

P. Beetem motioned to approve the minutes. N. Vincent seconded. All were in favor.

OEOA Search Update

S. Sherman reported the search was on hold until the appointment of the new Chief HR Officer. It has now resumed with new applicants in the pool, and she is in the process of conducting phone screens. Identified candidates will proceed to a Skype interview with the committee.

Admissions Update

B. Marshall referred to the material in the packet noting T. Canepa was out of town. The top marketing initiatives to support diversity recruitment were listed. Suggestions for practices/strategies that could be of assistance should be forwarded to T. Canepa. A request was made for a report of the 50 mile radius high schools as well as a report on the College Credit Plus Program. S. Luzuriaga will compile the reports. She noted the first year retention rate is two points higher than last year for the baccalaureate level; it is 88%. There needs to be targeted recruitment at Princeton High School since they have the largest growing enrollment of the Hispanic population. This will require additional support. B. Marshall noted UC is hosting the Hispanic Scholarship Fund Gala for the first time in UC history, but UC has been a partner since the inception of the program.

T. Guerin challenged Council members to support, but more importantly, attend such functions. It is important to have UC leaders at these programs and especially Council members. However, these invitations need to filter to a broader group to reach those who don't normally get invited.

S. Ono asked if we have enough staff for student recruitment. B. Marshall replied no. There are two people in Admissions along with individual college staff, but the college staff have other responsibilities coupled along with student recruitment. Data is needed about students at the regional campuses that transition to Main Campus. Student recruitment in other cities needs to be part of the Diversity Plan. S. Luzuriaga stated the withdrawal process is too easy. Students should not be permitted to simply drop out, but should minimally be required to have an interview with a staff member.

Once the Board approves the plan, then resources can be allocated. S. Ono said in the Diversity Plan recommendations can be made to: 1) raise more money for need-based aid, and 2) look at ratio of need-based aid.

Faculty Update

The data is from 2010 (implementation of Diversity Plan) to present for full-time faculty only. A new report will be issued on November 1.

Staff Update

The report follows the same format as the faculty report. A request was made to pull out statistics of administrators with titles of deans, directors, executive directors, vice presidents. We need to know how we are supporting these positions. S. Luzuriaga will pull the information.

Affirmative Action Utilization Report

S. Sherman reviewed the summary. Questions were raised about who is in the workforce category. The data comes from the Department of Labor Statistics and is comprised of those in the job seeker pool. As noted on the document, data is gathered from the Ohio, Kentucky, and Indiana primary metropolitan statistical area based on census data. Future reports should have notations in order to understand the data. B. Marshall noted our actions are not following the recruitment goal. In the year ahead, we need to be more purposeful in succession planning and more strategic in the recruitment and retention process.

Supplier Diversity, Community Engagement Update

C. Smith reviewed the 2014-15 spend numbers. They participated in the third African American Chamber B2B networking event. They asked all to be planful and use minority vendors for projects. T. Guerin reported they awarded the first minority build design to Megan Construction to renovate the Sears Building.

Minutes approved: December 9, 2015