

Diversity Council  
January 9, 2013  
Minutes

Present: B. Arkeilpane, E. Ascher, K. Beck, L. Bilionis, M. Boaz, M. Cureton, C. Goode, T. Guerin, W. Harris, L. Hart, R. Hays, M. Idries, A. Lind, B. Marshall, R. Mehta, D. Merchant, L. Newman, C. Short-Thompson, K. Simonson, L. Smith, R. Zierolf

Opening

C. Short-Thompson opened the meeting with a special welcome to new member, Erin Ascher, Sr. Associate VP & Chief HR Officer. She then welcomed President Ono to provide an update.

President's Update

S. Ono called attention to the reception for M. Livingston the previous evening thanking him for 18 years of service to students. He has impacted the university in many ways, but especially with SAS, MainStreet and as CDO with the creation of the Diversity Plan with the assistance of L. Bilionis and the Diversity Council. The reception had a large turn-out and is a reflection and tribute of his work.

S. Ono stated he does not want to lose the momentum and there will be no letting up with the university's commitment to diversifying the institution. He is fully committed to the Diversity Plan. M. Livingston held a unique position with a broad portfolio with both SAS and diversity. It is rare that the CDO would jointly be a VP for SAS, but it made sense for him with his standing, knowledge and social capital in the community. This is a responsibility S. Ono does not take lightly and for this reason, he has been thinking about two things: 1) the permanent appointment, and 2) the interim appointment. He has given consideration to a number of individuals for the interim appointment which includes many from the Council. He will not make an appointment today and prefers to talk with council members to gain their feedback on the qualities they would like to see in a CDO who will commit 100% to diversity. In surveying the landscape of higher education, it reflects the importance for that person to report to the president and be a member of the Cabinet. He is committed to that organizational structure. There are some models with the CDO in a reporting relationship to the Provost. He invited feedback on this model. The reason for this model is the magnitude of the Provost's responsibilities encompassing 70% of the university's budget. The Diversity Plan's budget involves mostly people (faculty, staff, students) which is housed on the academic side. A potential arrangement may include the CDO in a reporting relationship with the Provost as well the President. Until an interim CDO is appointed, S. Ono is in charge of diversity. He is committed to making an appointment in 10 days and he welcomes all feedback now or following the meeting. A permanent appointment will still be under consideration. There could be a national search or he may be able to identify someone locally after these current conversations over the next 10 days.

M. Boaz asked that the appropriate process be followed in these appointments. C. Short-Thompson asked about the new CDO also being a part of the President's

Executive Committee; S. Ono said this would be taken into consideration. L. Newman asked for his thoughts about the Just Community Initiative and someone from that committee should be on the selection committee. D. Merchant said that when considering a permanent appointment, there is a lack of a vision as to what that person will do to move forward. S. Ono said there is a vision given M. Livingston's work. We have not framed the vision/encapsulated it. The role will include the work conducted by M. Livingston but could be expanded to include more. D. Merchant said there are lots of dots to connect; i.e. Just Community, the role with the Provost, integration in the AMP, etc. S. Ono cautioned not to be too prescriptive as the CDO should be encouraged to be creative. C. Short-Thompson noted the importance of the CDO should have the right connections and ties to organizations if this person is to be successful with the plan and to keep people accountable. W. Harris said one of the reasons that has caused the university to be dysfunctional is that Student Affairs has not been integrated into Academic Affairs. S. Ono agreed it is important for a leader to have the perspective of both areas and this is a national problem. L. Johnson shared his commitment to the new organizational structure that has SAS as part of his office. Staff and consultants have been holding hearings to gather feedback. It is important not to lose sight of the mission - the education of students. R. Mehta shared his concern that global has not been mentioned in the diversity initiative and asked that be included in the role of the CDO. S. Ono reported the first year of the plan did narrowly focus on African Americans due to the poor record in this area therefore the reason for this first priority. Now in the second year, he is committed to diversity at all levels and he expects the CDO to work closely with UC International. C. Goode asked for S. Ono's thoughts on particular items that have been achieved which the CDO should continue and are there specific items the CDO focus on to move the needle forward? S. Ono said the Diversity Plan is the heart of the institution; the road map and it should not be lost. M. Boaz is working on areas that do not do well in minority staffing and all need to understand how to interpret information. If there is a red flag where progress is not being made, the search committees need to be empowered to ask for correction. L. Billionis welcomes feedback on the search committee; it has not been formed yet and input would be beneficial on areas that should be represented. C. Short-Thompson suggested the Council talk later in the meeting to prepare a recommendation to S. Ono.

#### Provost Office Update

R. Martin stated her report will focus on what she has accomplished in three areas since her appointment in the Provost Office; they are: faculty recruitment, retention and investing in a world class faculty. 1) Recruitment – She has been working with M. Boaz to determine the best way the Provost Office can be involved in faculty searches. She attends all pre-search committee meetings making these groups aware of the available resources to guide successful searches. There is an organization she has identified of which UC is now a member and benefits from their resources. Everyone needs to be more intentional about recruitment of faculty. 2) Retention – She reported UC has not done a good job in retaining faculty at UC. She has initiated several efforts, such as making personal contact with faculty and has scheduled lunches that will be hosted by the Provost for minority faculty. She is working with the deans to identify the appropriate faculty in these outreach efforts. Another effort she is working on with B.

Zierolf is to identify underrepresented GATA's for future faculty positions. 3) Investing in World Class Faculty – She is creating a faculty advocacy team and will be launching a pilot program to train faculty on how to recruit and erase internal biases. Mark Gooden, a former UC faculty member, will train faculty; a part of the training will address faculty searches. Another effort is Bernie Milano has been retained to speak at the Diversity Conference. It is the hope that he will attract more administrators to the conference.

W. Harris asked that the College of Medicine faculty be included in these efforts.

#### Metrics Update

D. Merchant reported she has had conversations with L. Mortimer to firm up the metrics to utilize for the components of the plan. Per former President Williams, there was conversation about revising the Report Card and there has not been the opportunity to move that conversation along given the transition. The second priority is to make sure the work is in alignment with the President's Report Card. Her goal for the February 6<sup>th</sup> Diversity Council meeting is to have a consolidated recommendation of what the annual report should look like. They will be looking for feedback from the Council on the format as this will guide and inform.

C. Goode asked if the work R. Martin is doing with faculty is in line with the Diversity Plan and integrated with D. Merchant's metrics work.

B. Marshall asked that the work from information collected from the college's audit not be abandoned as this information can inform.

#### CDO Recommendation

C. Short-Thompson asked all for thoughts on what units should be represented on the CDO search committee which she will forward to President Ono. The following were recommended: Ethnic Programs & Services, Global/UC International, Equal Opportunity, Undergraduate and Graduate Students (one each), Gender Identity/LGBTQ, African American Faculty & Staff Association, faculty from other countries, corporate reps, regional campuses, Academic Health Center, Enrollment Management.

The Steering Committee will draft a document that outlines the characteristics/qualities of the next CDO and this can be shared at the next Council meeting. L. Bilionis suggested that when the CDO search committee is identified, they could join one of the Diversity Council meetings to discuss this matter. He will let us know when they are ready. M Boaz strongly supports that there be a member on the search committee that has extensive experience with searches. It was recommended that he be on the search committee. W. Harris recommended a consultant work with the search committee and will forward names and background info to both L. Bilionis and C. Short-Thompson.

#### Minutes Approval

C. Short-Thompson asked if all were in favor of approving the December 5, 2012 minutes. R. Martin asked that wording be changed in her report that she is chairing a

subgroup of the Enrollment Task Force. With this correction, all were in favor of approval. Revised minutes attached and posted to the web site.

#### Announcements

W. Harris shared copies of the 2012 Regional Indicators Report from the Chamber's diversity event. They were also distributed by M. Livingston.

L. Newman reported the deadline for submitting proposals for the Diversity Conference is Jan. 14 and early bird registration deadline is Jan. 11.

L. Smith shared the ML King Tribute is scheduled on 1/16 at 12 Noon in the TUC Cinema; R. Martin will be the keynote speaker.

B. Marshall shared the AACRC will hold its Grand Re-opening event on 1/10 which is a private VIP reception and then there will an open celebration on 1/15, 4-6 PM.

Minutes approved by C. Short-Thompson.

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

February 6

March 13

April 3

May 1

June 5

Distributed: 2/4/13