

Diversity Council
Minutes
March 13, 2013

Present: L. Bilonis, J. Blizzard, M. Boaz, M. Cureton, C. Goode, T. Guerin, G. Hand, W. Harris, R. Hays, M. Langford, A. Lind, J. Mack, B. Marshall, R. Martin, D. Merchant, G. Mohar, L. Newman, C. Short-Thompson, L. Smith, R. Zierolf

Welcome

C. Short-Thompson opened the meeting welcoming the new Student Body President, Joe Blizzard, a 5th year student in chemical engineering. The interim UCBA rep is Marcus Langford and the new senior woman administrator in Athletics is Desiree Reed. R. Martin was congratulated on earning her doctorate.

CDO Report

B. Marshall reported she had a budget hearing with Administration & Finance for the diversity budget addressing staffing and resources. She will be meeting with L. Johnson and R. Martin to discuss the structure and will follow up with a meeting with President Ono. She is benchmarking other universities to gather comparable data.

At the February meeting, a committee structure was proposed (revised copy sent with agenda) which aligns with the goals in the Diversity Plan. The committees will be utilized as working groups that move the plan forward. An organizational chart was shared that outlines the structure of the committees with the Council and reporting up to the CDO and chair. Several of the committees are already in place with chairs, e.g., Metrics: D. Merchant, Faculty: R. Martin. Each committee co-chair will be a member of the steering committee. Council members will be contacted about serving on these committees as well others on campus.

The roles and responsibilities of the Council have been outlined (sent with agenda). B. Marshall asked all to review and provide feedback to K. Riehle by 3/20. The final version will be sent to the Council and posted to the web site as a resource document.

The services of a consultant(s) will be explored to assist in creating the CDO position as well the structure of the office and work of the Council. T. Guerin reported he has identified six local firms and eleven international organizations who have expertise in this area. Given this data, he can begin a conversation with appropriate UC individuals to discuss next steps.

The second Ethnic Reception will occur either in May or June. This will be a time to recognize outgoing members and welcome new members. The venue will likely be different as well. More details will come as this evolves.

Climate Survey

C. Short-Thompson noted the need to gather data to gain a clear picture from faculty, staff and students on the campus environment. E. Ascher is creating a staff survey and

an update is needed from her. There are several colleges in the process of creating surveys. She will continue to update the Council as this develops.

Diversity Incentive Grants

C. Short-Thompson reported on the seven grant recipients which totaled \$45,000 in funding; they are:

- College of Allied Health Sciences, MC2 Mentoring Program
- College of Allied Health Sciences, Diversity Enhancement Program
- UC International, Educational Videos
- College of Nursing, Implementing Diversity Education Plan
- College of Business, Business Fellows First Year Leadership Program
- Division of Student Affairs, McNair/STARS Program
- Division of Student Affairs, Nonviolence Training

Diversity Conference

L. Newman distributed the agenda for the conference noting that 260+ attendees are registered. It is their goal to have 300 and asked for council members' assistance to encourage others to register. There are very few council members registered to attend (approximately 30%) and she asked for all to commit to attending and/or volunteering. C. Goode had sign-up sheets for moderators at sessions. It was noted that the conference should be videotaped or at least the keynote. She noted participation from the academic units is not as strong as the staff. She has reached out to Faculty Senate and others to grow this number. There is an issue for the academic units having to pay for the conference. B. Marshall stated this is the least expensive conference in the country but recognizes cost is a barrier. Conversations have been initiated about discontinuing the charge and invited feedback. A. Lind stated the academic departments just don't have the money in their budgets. L. Bilionis suggested not charging internal participants. L. Smith reported that students are able to get funding from many departments. B. Marshall reported the total cost for the conference ranges from \$15-20,000 and the revenue generated covers the expenses. R. Hays noted CET&L does not charge for their programs and suggested this can be seen as faculty development. Conversation continued about the budget structure and inter-departmental charges for services.

Student Diversity Recruitment & Retention

Carlos Gooden was a guest and reported on the recent Junior Multicultural Day which welcomed high-achieving students of color. This was the largest turn out (284) since the program started in 2008 with 45 attending. The Salute to Excellence event is scheduled for April 9th and he emailed invitations to the Council. The audience will be high school seniors who have been offered admission to UC. This incoming class has strong quality indicators. He needs faculty and staff to attend the event to interact with these students and make it more personal.

Additionally, he is proposing a program, "Bearcat to Bearcat" that would provide an opportunity for faculty and staff to reach out to potential students. He asked all council members to write down the number of students they can contact in the next three

weeks, if there is a particular area that makes it more personal for them to make contact and any other relevant data points for logical matches. B. Marshall applauded this initiative noting it is this type of activity that should be encouraged to move diversity forward.

Announcements

G. Hand provided a preview of his presentation at the Diversity Conference as it related to the Annie Laws room. A. Laws almost single-handedly created the College of Education and was instrumental in the start-up of the College of Nursing and what is now known today as DAAP. She was a pioneer in creating a breadth of opportunity for women. The university decided to recognize her efforts with an honorary degree but it was a Master's and not a Doctorate.

A Lind noted on March 25, 3:30-5 PM in 427 TUC there is a Women of Color Faculty Roundtable scheduled. People in leadership positions are needed to attend.

W. Harris noted the COM has offered admissions to 48 underrepresented students; it is their goal to admit 25 which will be a record high in 32 years. Total class is 175.

B. Marshall noted the Women's Center is celebrating 35 years of women's history with an open house today from 11-1 in 545 SSLC. All were encouraged to attend.

R. Hays inquired about a community member serving on the Council. B. Marshall replied that a Fifth Third rep was appointed but when the term ended, he has not been replaced. He also suggested a Foundation rep may be helpful.

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

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

April 3

May 1

June 5

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