

Diversity Council  
December 5, 2012  
Minutes

Present: K. Beck, M. Boaz, F. Bowen, M. Cureton, N. Darling, C. Goode, T. Guerin, G. Hand, W. Harris, L. Hart, H. Kegler, R. Lee, A. Lind, M. Livingston, B. Marshall, D. Merchant, G. Mohar, T. Murphy, L. Newman, K. Robbins, C. Short-Thompson, K. Simonson, L. Smith

Opening

C. Short-Thompson welcomed all to the meeting. She recognized M. Livingston at his last meeting of the Diversity Council noting his great leadership for diversity and the foundation to build upon. The CDO will become a stand-alone position and has a search underway.

Student Satisfaction Inventory

N. Frame and L. Thomas presented the results of the 2012 spring survey of the Uptown undergraduate students (UC Blue Ash conducts their own survey). The full survey results can be accessed on the Institutional Research web site:

[http://www.uc.edu/provost/offices/institutional\\_research/research-and-assessment.html](http://www.uc.edu/provost/offices/institutional_research/research-and-assessment.html)

The SSI and NSSE (National Survey of Student Engagement) are conducted on alternate years. The SSI was randomly sent to 5,000 students. L. Thomas presented the highlights of the survey. The purpose of the survey is to collect information that identifies areas that need improvement. Data has been used mostly by Enrollment Management, Public Safety, and coordinators of UC2019. It was confirmed that questions can be added to the next survey that will be conducted in 2014. D. Merchant asked all to remember their questions when you hear the Metrics presentation. M. Livingston asked if this is an adequate technique/tool and/or a strong methodology to answer questions about campus climate. L. Thomas replied that it depends on what you are wanting to measure. Rather than conducting this as a random survey, it might be more beneficial to take a more stratified approach. If the survey is sent to all students vs. 5,000, it will require additional resources. L. Thomas reported the goal to achieve by 2019 is a mean rate of 5.50; current rate is 5.21. It was confirmed students identified as African American reports this as their only race; those reporting multiple races are not in this category. C. Short-Thompson stated that IR should anticipate meeting with members of the Metrics Committee and likely presenting again to the Diversity Council as the survey instrument evolves.

R. Martin recognized M. Livingston and the Student Affairs Division for their great work over the past years in getting where we are now and the need to continue this momentum.

Metrics Update

D. Merchant distributed discussion notes from their committee meetings about data to collect for reporting progress on the Diversity Plan goals which in turn will lead to development of a survey. It's the institutional learning that comes from the data that will

be useful in meeting the Diversity Plan's goals. The annual Diversity Plan report comes from the Diversity Council, and it will be larger than the report card as it will include diversity and excellence and share success stories. Both quantitative and qualitative data will be used to show progress through each of the six goals. She has talked to L. Mortimer about the NSSE survey; questions can be added to the survey. If a survey is built like IR did for the climate survey, the data can be disaggregated as needed. Utilizing our own instrument offers the opportunity to drill down for the information specific to our needs. The Diversity Council will help the Metrics Committee chart the course. The Metrics Committee has been reviewing some instruments that have been used and these processes have shown good utility. This is just the beginning in moving forward to meet the goals of the 5 Year Diversity Plan. Some numbers are available now and they can begin to populate the report. M. Livingston cautioned the committee on defining so much and the need to keep in mind the President's direction to focus on certain key areas. D. Merchant shared the Metrics Committee's work is focused on gauging progress of the Diversity Plan. They are clear about data they are collecting and why. The format is still in the works. The deans want information specific to their colleges. It was recommended that when gauging satisfaction, it should include other components and not just race alone (i.e., disability, LGBTQ, non-traditional, etc.) D. Merchant confirmed it will indeed be broad and inclusive. C. Goode recognized there is a 5 Year Enrollment Plan being developed and they need to work together to ensure both plans are congruent.

#### Follow Up on Enrollment Presentation

R. Martin reported she is chairing a sub-group of the Enrollment Planning Committee and stressed the importance of working together to ensure it is seamless. The Metrics Committee is the driver to connect all the dots. It is an ongoing process and not just a report.

#### Survey of Council Members

C. Short-Thompson reported there will soon be an online survey for council members to provide their feedback on the work of the Council.

#### CDO Report

M. Livingston noted M. Boaz was previously asked to disaggregate faculty and staff data which he reported on at the October meeting. This should be kept in mind going forward as useful data.

The Diversity Incentive Grants call for proposals will be distributed soon. There will be five awards at approximately \$9,000 each. Proposals will be due to the CDO on 2/1/13.

He distributed a draft organizational chart for the stand-alone CDO position identifying the major connections with this office. This will be used in developing the position description for the new position. He will share any feedback from the Council with R. Hayes; feedback is due to M. Livingston by 12/6.

All members were provided copies of the Insight into Diversity magazine featuring UC receiving national recognition for its diversity work.

M. Livingston stated it is hard to leave the Council, and he appreciates the energy of the members. He thanked all for each of their unique contributions.

#### Announcements

T. Guerin recognized C. Smith for receiving the South Central Ohio Minority Supplier Development Council Award for corporation of the year. This award typically goes to businesses such as P&G, Toyota and the like. It is especially noteworthy for UC to have been recognized at this level.

K. Simonson reported that UC was ranked 34 out of the top 50 institutions in the country for graduating African American students with baccalaureate degrees in engineering.

Minutes approved by C. Short-Thompson and M. Livingston.

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

January 9

February 6

March 6

April 3

May 1

June 5

Distributed: 1/8/13  
Amended: 1/9/13