

Diversity Council
February 1, 2012
Minutes

Present: J. Anthony, K. Beck, L. Billionis, F. Bowen, J. Bryan, S. Butler, M. Cureton, F. Cushing, C. Goode, T. Guerin, A. Hagerty, G. Hand, T. Jones, H. Kegler, R. Lee, M. Livingston, B. Marshall, B. McClung, M. McCrate, D. Meem, D. Merchant, L. Newman, K. Phillips, B. Rinto, K. Robbins, M. Shriner (for E. Dellal), K. Simonson, R. Zierolf

Chair

L. Billionis opened up the meeting by congratulating S. Butler on her appointment as Sr. Associate Vice President & Chief HR Officer. He noted G. Wharton's retirement will be celebrated at the Ethnic Reception on 2/7, 3:30-5 at the Alumni Center. He recognized two new members to the Council – Greer Glazer, College of Nursing Dean, (not present) replacing D. Acosta and Karla Phillips, Assistant Director of Equal Opportunity, replacing G. Wharton. Mike Shriner was representing E. Dellal who is on maternity leave.

Enrollment Planning

M. Livingston stated the university is in the midst of major planning activity that will define its future and provide guidance over the next ten years. S. Ono has provided the principal leadership with the Academic Master Plan and more recently, with the re-activation of the Enrollment Plan. He welcomed S. Ono and C. Miller who joined the meeting to provide their perspective on the process and how it will fit into the larger planning framework.

S. Ono thanked the Council for their work to diversify the university. The diversity goal contained in the AMP is 100% in sync with the Diversity Plan. He welcomed the opportunity with the Council to discuss the Enrollment Plan and invited questions. He stated his responsibility is to provide resources, have conversations with leaders and move forward with the AMP.

M. Livingston asked him to frame the leadership of the Enrollment Plan Committee, the mission and guiding principles to direct the committee. C. Miller reported the committee is composed of members from the SEM Policy Council, SEM Management Committee, faculty and student reps. The charge has been written and takes into account components of the Diversity Plan. The Enrollment Plan will compliment what is already written and approved in the Diversity Plan. It is their intention to have a first draft by summer and for vetting with the governance groups in the fall. There have been many inputs already which just need to be documented.

S. Ono thought it was very important to spend time on how to implement 2019 and efforts over the past year have been focused on a visioning document. He and M. Livingston agreed now is the right time to restart the process for the Enrollment Plan. Data was collected previously when plans began under T. Perzigian's leadership.

Those plans were put on hold when G. Williams launched his 2019 strategic plan. S. Ono has made enhancements and provided resources to increase the diversity populations for both students and faculty and is ready to do more. One commitment is to hire an admissions recruiter in Chicago which will result in an increase in the applicant pool.

S. Ono reported another proposal that is moving forward is the university's participation in the common application process which significantly broadens the net to capture African Americans. Ono has funded this initiative, and UC has been accepted.

M. Livingston acknowledged Ono's commitments and they are greatly appreciated. He noted other initiatives will be funded in the budget cycle. Many ideas are in process and others will be presented to G. Williams.

Ono asked for questions about changes in the admissions process.

S. Butler asked if the Enrollment Plan will use the goals identified in the Diversity Plan; S. Ono replied they will indeed compliment the plan. She asked how students at the regional campuses will transition to Main Campus. S. Ono shared he is in conversations with colleagues about articulation agreements that would not only include the regional campuses but other community colleges as well to get students into UC's baccalaureate colleges.

C. Miller reported they are working with a consulting firm who will advise on how to use funds more effectively. She shared revisions to the Cincinnati program where only 70 students will be invited to campus this year. Demographics from that pool are: 10% African American, 12% Asian, 7% report two or more races with one being African American. Outcome is 40% of the 70 report something other than white. This demonstrates UC's capability to attract strong, diverse students.

K. Simonson asked in terms of the Enrollment Plan if all of the colleges will have their own admissions criteria and how this would juxtapose for the plan. Will the colleges feed into the Enrollment Plan? S. Ono said this is a sensitive issue that will require time. Current board policy dictates it's the purview of the colleges. To make this change would require much dialogue; it's not impossible but has to be done very carefully.

M. Livingston noted the culture we're trying to change is in all the units where each value diversity and can implement their own strategies for enhancements. The culture and standards in each of these units will influence the results.

C. Miller shared that one requirement of the common app is use of the holistic process. There will be a year of training and assessment with this new structure. CCM is the only college currently utilizing holistic admission; Engineering is on a pilot.

J. Anthony asked about increasing diversity in the distance learning program. C. Miller replied affirmatively and distance learners already represent a very diverse population.

In this budget situation, students paying tuition will make a difference but size does matter.

K. Simonson asked about the articulation agreements and if all colleges will be required to participate. C. Miller reported the Pathways Program has made a huge difference. It was recognized that current infrastructures could be utilized so as not to build articulation agreements. It assures students that if they meet identified criteria, then they can transition.

As part of the process to adopt the common app, faculty will need to be aware and that process begins next week.

M. Livingston stated it's not just one practice to pursue, but what can be done collectively to change the culture and get resources.

C. Miller stated there are success criteria; numbers are not just pulled out of the hat. Numbers were based on students' abilities to retain and graduate. African American numbers have improved significantly over the past five years.

Diversity Template Data

B. Marshall distributed the system of accountability chart and reviewed the process, step by step. She reported that the Communications and Metrics Subcommittees are in receipt of the diversity templates that were submitted to the CDO and have been processing the data. The data is in two categories – current goals and aspirational goals for 2012-13.

There will be an ongoing evaluation at the VP level - when goals are submitted annually there will be a diversity section and that information will be extracted from these documents and shared with the Diversity Council for review.

The Diversity Council Steering Committee will be meeting with Institutional Research to develop an annual climate survey and identify diversity metrics. The survey will differ from that of the one conducted for the creation of the Diversity Plan although some components may be retained. The survey instrument needs to accurately assess the university's climate.

D. Merchant reported that the Diversity Blackboard site has been transformed for the Council's use. Council members will soon be able to review all the templates and feedback on this site. It should be ready by the first part of next week.

B. Marshall demonstrated how the data was categorized. (This information will be available on Blackboard next week.)

A question was raised about reforming the course curriculum as it's not reflective of diversity. B. Rinto shared that concern was raised when developing the Diversity Plan. D. Meem echoed this sentiment stating this is an area needing attention.

D. Merchant noted in terms of processing, that's where the Diversity Council comes in and fills the gaps. This is the opportunity to identify the gaps; using the example of the course curriculum. When the Council reviews the information from the templates and feels there is a gap, then the deficiency should be identified and that in turn can be included in the feedback provided to the appropriate VP. G. Hand recommends all feedback that goes back to the VP should include a section for suggestions.

K. Simonson asked that data for faculty and students on enrollment, retention, graduation, etc. be included for the review process when the feedback goes back to the VP so all have concrete data to make informed decisions. M. Livingston noted this data is available through the Affirmative Action Report, the President's Report Card, Institutional Research, etc. and will be made available to the Diversity Council.

L. Billionis congratulated all on their work as diversity is getting traction throughout the university and all are finding ways to communicate effectively. He reinforced the fact that the Council has the ability to create opportunities if one sees gaps. This is new behavior for all of us and the Diversity Council has a voice.

CDO Report

M. Livingston reported he has been asked to identify costs with items in the Diversity Plan. He will be communicating with appropriate parties to gather information to make the appropriate request.

M. Livingston had breakfast with G. Wharton on his last day who shared his pleasure of advancing the university to where it is today related to diversity and is confident the Council will continue this effort. He reminded all that the Ethnic Reception has been expanded to celebrate G. Wharton's retirement on Feb. 7, 3:30-5 PM in the Alumni Center.

Minutes approved by L. Billionis and M. Livingston.

2011-12 Meeting Schedule -- All meetings begin at 8:30 AM in 320 University Pavilion.

March 7

April 4

May 2

June 6