

Diversity Council
February 14, 2008
Minutes

Present: E. Abercrombie, D. Acosta, C. Berryman-Fink, L. Billionis, S. Downing, K. Faaborg, G. Hand, J. Heisey, H. Kegler, M. Leventhal, M. Livingston, B. Marshall, D. Meem, D. Merchant, C. Miller, L. Mortimer, E. Owens, N. Pinto, J. Radley, K. Simonson, M. Spencer, G. Wharton

Absent: E. Akpinar, C. Collins, G. Dent, A. Ingber, A. Leonard, R. Martin, M. McCrate, B. Rinto, K. Robbins, M. Stagaman

Chair Report

C. Berryman-Fink opened the meeting welcoming new member, Dan Acosta, Dean of the Winkle College of Pharmacy.

During January, she and M. Livingston met with several more governance groups (Student Government, President's Cabinet, Provost Perzigian, UCUAADA) giving the diversity presentation. During these visits, they shared with them their specific roles in the diversity initiative. She will also give a brief presentation to the Board of Trustees at the March 18th meeting. In their meeting with T. Perzigian, they discussed how he will get the academic side of the house to expand cultural competence and encourage deans to set diversity expectations for their units. They looked at long range goals of growing faculty of color and growing the budget to facilitate the hiring of faculty and expanding the African and African American Studies program.

Diversity will play a role in the comprehensive campaign for the university. The faculty/staff campaign is also working on a diversity theme, and C. Berryman-Fink has been asked to serve as one of the honorary co-chairs. A portion of the money raised will go toward diversity.

C. Berryman-Fink is very encouraged by the growing momentum on campus; there is more energy and excitement as people see how they can contribute and advance the diversity initiative.

Chief Diversity Officer Report

M. Livingston reported he has been asked to serve on the board of the National Underground Railroad Freedom Center replacing N. Zimpher. In this new role, he has found a partner in John Pepper who has expressed an interest in several collaborations with the university (Lincoln-Douglas Debates, joint appointments between the university and the center, and using some of the center's programs to complement the work of the Council).

M. Livingston met with E. Owens and a member of his staff concerning their work for a diversity model. E. Owens shared the details of Fifth Third's project with Global Lead as they develop a gaming module that will be utilized for a number of companies as they

train employees around diversity. They are hopeful to bring the first of five modules to market at the beginning of the third quarter. The modules tie in elements where participants make decisions when faced with issues of diversity. He will give a demonstration of the module to the Diversity Council at the appropriate time. It does have potential for others outside the corporate world.

The Ethnic Reception is scheduled for 2/27, 3:30 pm at the Mick & Mack Café and one of the sponsors is the Council. HR has expressed an interest to assume primary responsibility for this event. M. Livingston encouraged all to attend the event.

M. Livingston reported the Mission Statement has been approved and all received copies in their handout materials. This is the first and foremost defining piece of who we are as a university with diversity and inclusion playing a significant role. He thanked all who provided feedback and specifically L. Billionis for launching this effort. It was stressed with the President's Cabinet that it is their responsibility to embed this language into their units.

With the 2008-09 budget moving forward, the figure of \$100,000 was assigned for diversity. M. Livingston has requested a new figure - \$350,000+ - be used as a placeholder until such time the Council is able to make a formal recommendation for the annual base budget. On a related matter, M. Livingston referenced his recent contacts with external community members for fund raising opportunities within Student Affairs. Several of the contacts alluded to making substantial commitments to diversity. There will be fund raising for diversity and this will be part of the budget going forward.

Subcommittee Reports

Recruitment & Retention - K. Faaborg reported they have divided into three subgroups - faculty, students, staff. The faculty group is refining the draft of their five year plan. Some of items discussed include: increasing the Provost's budget for faculty hiring, visiting professorships, building relationships with historically black colleges, cluster hiring, establishing a Center for Race, Social & Justice, and a more viable Department of African & African American Studies. One additional recommendation that has resulted from their conversations is the need to change the environment and culture for faculty.

C. Miller reported on the work of the student subgroup. She also reported recruitment is in the active phase which has resulted in a rich applicant pool. There is growth in the baccalaureate programs and yielding those students are a top priority. Low cost items: increase involvement of faculty and staff in recruitment, inclusion of non-cognitive factors in admissions applications, involvement of alumni of color to assist in recruitment and retention, host the STARS Conference, continue involvement with pipeline programs - Gear Up, M2SE, Upward Bound, etc. Large initiatives: grow gift dollars for diversity focused aid for academically talented students, Choose Ohio First Scholarships could enhance diversity in STEM disciplines, grow support of Yates Scholarships, funding for a Minority Student Recruitment office in the Graduate School,

raise funds for students with unmet need, continued recruitment of international undergraduates, support of Summer Bridge programs, align dual enrollment programs.

Campus Life & Climate - S. Downing reported their group has had many discussions on defining the scope of their group, discussing each recommendation and what type of plan they would like to see evolve. They have broken into small groups with each working on specific recommendations for the five year plan. They have discovered there may be some recommendations that overlap with other sub-committees. They believe there are great pockets of diversity, but need to find ways to access it, define it and promote it. First draft of their plan is due to the co chairs 2/20.

Assessment & Accountability - L. Mortimer reported his group has agreed to focus on one recommendation at this time – the report card – which will report on where we were, where we are now and where are we compared to other institutions. It can be a stand alone document or incorporated into the President's Report Card. They have identified eight possible peer groups to use for comparison purposes: urban serving institutions, top 25 public research, top 125 in US News and World Reports, AAU, aspirational universities, US News most diverse campuses, US Dept. of Education peer group, and Ohio publics. They can pull the data together from these eight groups and then make a decision as to which one to use.

Community Collaboration – E. Owens reported their focus will essentially be on vendors. They will ask the university to look at where we are doing business today and the percentage of minority businesses and opportunities available. They believe they can identify strong women and minority owned businesses. Another recommendation is to find ways to recognize outstanding alumni. He suggests adding faculty and staff to this recommendation as well.

Deadline for Five Year Plan/Budget

M. Livingston reported he discussed the deadline for the five year plan with N. Zimpher and she agreed to accept the first year of the five year plan. **J. Plummer has asked that the budget for 2008-09 be submitted by 3/1 or as close thereafter as possible.** Submittals should include the recommendation, responsible party and funding amount. M. Livingston stated the leadership team will incorporate any gifts received into the budget.

Phase I Recommendations

C. Berryman-Fink referenced the chart in the handouts that addressed the Phase I recommendations and provided a status report. This is a working document that will continually be updated and posted on the diversity web site. **She requested all co-chairs submit to the leadership team low cost items (under \$5K) to be included in the 07-08 budget.** This information needs to be submitted in order for the funds to be released.

Diversity Inventory

C. Berryman-Fink reported the campus has responded very strongly and in a substantive way to this request. Twenty-nine units submitted a total of 576 initiatives in the amount of \$44 million. B. Marshall is cataloging all the information and distributed a chart summarizing the inventory. This information will define what already exists, share best practices and identify items that are not being addressed. This information will be posted to the web site. However, a mechanism needs to be identified other than the web site to disseminate best practices campus-wide. **C. Berryman-Fink asked all to look at this information carefully to 1) see how they relate to the recommendations currently being considered, 2) suggest unit specific recommendations that might become university-wide practices, and 3) identify unmet needs/gaps.**

M. Livingston suggested making a top ten list of fundamental standards all units should do, i.e., identify individuals within each unit who are responsible for their diversity agenda, develop a diversity plan and mission statement, create a report card, etc. There should be a minimal threshold for all units. This matter will be discussed by the Leadership Sub-committee when it meets on Monday, February 18.

N. Pinto suggested implementing an incentive program for units to compete for resources. This would encourage units to do more than just meet the minimum requirements.

Web Site/Communication Plan

C. Berryman-Fink reported the diversity web site (www.uc.edu/diversity) is functioning and reported the items that are accessible. B. Marshall is still awaiting **bios and photos** for many of the council members to be included on the web site. **This information should be submitted to her by 2/22/08.** Various events can be posted to the web site. However, please ensure these events are listed on the university calendar first. This information should be submitted to B. Marshall for the diversity web site.

G. Hand referenced the newest version of the Communication Plan in the handout materials. From his experience in creating such plans, he finds it beneficial to create two versions – one for those who do the work and one that is a presentation document. What is reflected in the current version is the work of the Council. It is a general outline of a plan for adapting to efforts and builds the basic framework for a brand strategy. There is not one single person to do the work of communicating the diversity message. It is the responsibility of all Council members to be the major communicators about the council's work with a charge to change the culture. **He asked all to review the current plan and 1) offer editing suggestions, and 2) ask the sort of questions of the next phase of the plan (the presentation document). Send comments directly to G. Hand.**

Miscellaneous Items

K. Faaborg raised the issue of students' requests to their faculty to observe religious holidays. This issue has been raised previously and **M. Livingston will review the past history and respond to K. Faaborg.**

C. Miller asked all for their understanding and support in the growth of undergraduate enrollment and reported is very likely that within 7-10 days admission to the Uptown Campus will be closed. This is likely to affect students of color. K. Simonson thanked C. Miller for her willingness to leave admissions open for this group of students.

M. Livingston distributed a News Record article concerning the program, Operation Warm Up facilitated by the Hillel Jewish Center. Students worked to gather donations from local businesses and corporations and create care packages for distribution to the homeless in Over the Rhine. He expressed his appreciation to A. Ingber and E. Abercrombie for their efforts on this wonderful diversity effort.

Minutes approved by C. Berryman-Fink and M. Livingston.

Future Meetings (begin at 10:00 am)

March 13

April 9

May 22

Distributed: 2/19/08