

President's Diversity Council
June 3, 2015
Meeting Summary

Present: E. Abercrombie, K. Bankston, T. Canepa, G. Glazer, C. Gray, J. Goodrich, T. Guerin, T. Herrmann, M. Hughes, D. Juran, B. Kinkle, K. Kovach, B. Marshall, M. McKinley, L. Newman, M. Reilly, S. Sherman, C. Smith, and N. Vincent

Guest: Vignesh Subbian

Welcome & Presidential Comments

B. Marshall called the meeting to order. S. Ono shared his focus for the upcoming year; creating a new Diversity Plan upon the expiration of the current one in 2016. This is one of his top five priorities and it will be in alignment with the Third Century. The Board of Trustees will evaluate, endorse and fund the plan. There are many accomplishments from the Diversity Plan over the past five years; key among them is the appointment of the Chief Diversity Officer and officers in the colleges. The process for the new plan does not have to recreate the wheel since many initiatives will continue. B. Marshall will lead the effort and also conduct an assessment of past work. This will be a metrics-driven plan, and he expects the Council to serve as key advisors in the development of the plan. He asked for thoughts on the length of the plan, and all agreed five years is a good term. He envisions the plan partnering with members of the external community to involve them in education and health disparity issues and enhance community excellence.

Minutes

B. Marshall asked all to review the minutes from the March 3, 2015 meeting (Tab 1). T. Canepa asked for an edit in the Admissions Update section which has been changed as requested. A motion was made to approve the minutes and seconded; all approved.

Introduction

B. Marshall introduced the new director of Institutional Research, Susana Luzuriaga. She plays a critical role providing data to the university. S. Luzuriaga welcomes working with colleagues for data requests. She shared her plans to work with UCIT on a new tool to provide easier and more in-depth access to data.

Building an Inclusive Classroom

B. Kinkle and V. Subbian presented on their experiences in the classroom by integrating diversity in their curriculum. B. Kinkle stated his goal is to increase student learning, success, retention and happiness. He requested assistance from S. Ono and B. Davenport to send a clear message to the deans, department heads and faculty about the importance of this endeavor. Resources are needed and faculty need to be incentivized. S. Ono invited B. Kinkle to schedule a meeting to discuss further. V. Subbian shared his efforts in developing a toolkit for faculty which he presented at a dedicated teaching workshop in April. He also shared the statement of inclusion that is part of his class syllabus. It follows:

“The diversity of the participants in this course is a valuable source of ideas, problem solving strategies, and engineering creativity. If you feel that your contribution is not being valued for any reason, please speak with me privately. If you wish to communicate anonymously, you may do so in writing or speak with _____. We are all members of the UC academic community where it is our shared responsibility to cultivate a climate where all students/individuals are valued and where both they and their ideas are treated with respect.”

Admissions Update

T. Canepa provided the admissions statistics by ethnicity for fall 2015 for freshmen and transfers located under Tab 2. Progress has been made since the last meeting for underrepresented students at Main Campus and regional campuses. There is a 31% increase in African American confirms. T. Canepa attributes this increase to the work of three dedicated staff members, \$100 confirmation fee waived for Pell-eligible students, and working closely with CPS. He anticipates the freshman class to be slightly smaller than last year. Programs at Main Campus are closed and students are being wait listed. The quality metrics for the freshman class are up by a tenth of a point from last year. Retention was up 1.5% for freshmen from fall to spring and overall enrollment for next fall is expected to be up. Housing reports show an increase of 230 students compared to last year. Late applicants are being told they cannot live on campus in the fall.

Faculty Update

B. Marshall called attention to Tab 3 for faculty data provided by HR and will work with S. Luzuriaga going forward to provide more in-depth data. R. Martin provided an update on behalf of the Provost Office and there is a new appointment in the Provost Office, Damion Waymer, who will solely focus on recruitment and retention for underrepresented faculty and faculty development initiatives. He will be part of the Council as a Provostal appointment. B. Marshall noted the appointment of Dr. Nicole Avant in the College of Pharmacy as the first female African American faculty. She will be leading diversity efforts in the college.

OEOA Director Search

S. Sherman reported 47 candidates have applied and she has conducted phone screens. Five candidates will meet with the search committee. She will continue to make sure there is a strong pool of candidates and asked Council members to make any appropriate connections to assist in advertising for the position.

Supplier Diversity, Community Engagement & Development Update

C. Smith reported on the Nippert Stadium construction and the work with diverse vendors. K. Bankston suggested that for future projects the construction company should be given specific targets for engaging diverse vendors. The 3rd Supplier Diversity Networking Session is scheduled for June 19th at Kingsgate Marriott.

M. Hughes reported he has raised \$400,000 in the first year of this role. He noted one challenge with potential donors is their bad experience at UC. He is trying to get the word out about the positive movement at UC. He is meeting with key corporations; some of which are creating more coop positions for African American students. He is trying to identify alums to connect them to UC.

T. Guerin asked all to consider making a conscious effort to use diverse suppliers when retaining the services of outside vendors.

CDO Report

B. Marshall referred to Tab 5 for the Diversity Conference evaluation. Plans are underway for the 8th Annual Conference. If anyone would like to join the planning committee, please contact her.

Tab 6 is the recipients for the 2015-16 Incentive Grants. Thirteen awards have been made.

The name of her office will change effective July 1 to Diversity & Inclusion and will transition at a later time to Inclusive Excellence.

On June 5 she will be holding a retreat for the D&I Resource Liaison for team building and training exercises. In the fall, she will schedule a retreat for the Council that will kick off the year along with quarterly meetings.

B. Marshall thanked those who participated in the YWCA Beyond Diversity training. LEAF also held a separate training session for their members.

The infrastructure for the inventory portal is being built. This tool will allow employees to enter their initiatives.

B. Marshall asked all to read through material in their binders to be informed on all that is going on at UC for D&I.

Announcements

L. Newman reported the Diversity Conference call for proposal will be issued sooner than last year.

Graduation for the Hughes STEM Academy is June 26. S. Ono indicated a big announcement is forthcoming about a commitment going forward.

Approved: October 1, 2015