

Diversity Council
September 25, 2008
Minutes

Present: E. Abercrombie, C. Berryman-Fink, L. Bilionis, C. Collins, G. Dent, S. Downing, K. Faaborg, M. Hughes (for J. Heisey), A. Ingber, H. Kegler, M. Leventhal, M. Livingston, B. Marshall, M. McCrate, M. McKinley (for R. Martin), D. Meem, D. Merchant, C. Miller, DC Padur, N. Pinto, B. Rinto, K. Robbins, R. Rosensweig, K. Simonson, M. Stagaman, G. Wharton

Introduction

C. Berryman-Fink welcomed all to the first meeting of the academic year noting there was much to celebrate. The Princeton Review ranked UC 19 of the top 20 institutions with diverse student populations. This recognition was based largely from student input. UC has a long history of commitment to diversity and we continue to build upon the established work.

Guest

President Zimpher joined the meeting expressing her pleasure with the beginning of the school year. She thanked council members for their work at UC as well as their diversity work. She also noted C. Berryman-Fink's leadership in the first year of the Council and M. Livingston's work as CDO. The UC|21 Report Card was handed out at the 9/23 Board meeting (copies were provided to council members) and N. Zimpher noted 60 diversity metrics were added this year for a total of 146. It is her desire to cut it down to 20 for a dashboard report to give people a tool to utilize the highlights to permeate throughout the university. She expressed her excitement for the city's and university's work with many ongoing initiatives, including young professionals, minority business accelerator, and vendor relationship. She just had a session with the Enquirer explaining the next horizon of Strive to get high school graduates to college and into a career using the Kalamazoo example. This initiative will provide scholarships for students. This will be a key economic development strategy. In Kalamazoo, housing and the population growth is only occurring in this city due to their plan. She asked the Council to focus on two things going forward – 1) growing into the inclusive description of the Council is critical this year; expand the definition of the university and 2) driving the personnel (composition of faculty and staff to meet the diverse population of students) and vendor initiatives.

Diversity Updates

Enrollment Report – C. Miller reported enrollment as of the morning report was 37,014. The freshmen African American numbers for this year is 11% compared to 10.5% last year. The Asian, Hispanic and Indian numbers are very stable. There are 333 students from CPS compared to 286 last year; 12 seniors to sophomore students from CPS (11 of which are students of color). Forty percent of the class is first generation students. Of the 14 Cincinnati Scholars, 25% are students of color. Retention – There is an 8% gain of African American students from last fall to this fall in retention. This is the first

time CAT has had a significant improvement in retention rates. Stratford Heights has a house dedicated to first generation students (Gen-1 House). Thirteen students are signed up and room is available for more. They plan to have a full house next year. A staff member has been assigned to provide support for these students to ensure their success.

Graduate Report – N. Pinto distributed a summary of graduate enrollment reflecting 910 students and growth in the minority population. Twenty-five doctorates were awarded to minority students last year (6% increase); 11% minorities received their Masters. He also distributed the Graduate School Annual Report. Yates Scholars continues to be strong with 12 scholarships given; average GPA is 3.51.

C. Collins asked if Medical students can be incorporated into these reports.

International Report - M. Leventhal provided a handout and reported minorities involved in the study abroad program are very low (2.5% for African Americans). He would like to do more outreach in the future and their diversity committee has developed strategies to attract more students. Last year 2000 international students were enrolled, most of which were graduate students. He would like to increase the undergraduate number of international students; there are 100 more for fall '08.

Faculty Report – K. Faaborg reported most of the new faculty hired are not identifying themselves by race and ethnicity. Of the full-time faculty, numbers are as follows: 4% African American, 10.7% Asian, and 1.7% Hispanic. Of the 43 full-time tenure track faculty hired, the following were identified: 3 Asian, 1 African American and 1 Hispanic. She will personally make calls to each of the college offices to manually collect this data since it does not reflect the accurate information and report the results at the next meeting. The Provost Office will take full responsibility for diversifying the faculty and have put together a Provost Committee on Faculty Diversity. They will use the \$135,000 diversity allocation to support diversity recruiting and the Provost Office will dedicate \$100,000 for a short term visiting faculty program and implement programs designed to improve the cultural environment for current and future faculty.

Equal Opportunity Report – G. Wharton distributed his report and discussed the annual update done by his office. Numbers have been decreasing over a ten year period; an analysis will be done to determine the cause and he will report later.

Prior to N. Zimpher's departure, she stated if the data needs to be collected manually, it needs to be done.

CDO Report

M. Livingston referenced the President's Report Card, goal #6 – create opportunity/establish diversity as a core value and infuse diversity into our campus culture. The data is absolutely necessary and needs to be collected as the President is out in the community reporting these numbers. While the data is necessary, it is not the entire work of the council; values are the main focus.

He thanked Rabbi Ingber for continuing his service on the council despite leaving his position at Hillel and moving to Xavier.

M. Livingston shared an information sheet noting the *Chronicle's* supplement on diversity. A web link is provided and he encouraged all to spend some time reviewing as it is in the context of the Council's work in the larger world.

On 7/29, he, N. Zimpher, B. Marshall, and M. Hughes traveled to Cleveland to visit with alums. Two events hosted alums who have a history with UC that was not positive. The visit provided an opportunity to bring them back into the family and it was very well received.

The African American Alumni Association has been reenergized and will be involved in Homecoming.

He asked C. Miller and M. McCrate to review their work on race exclusive language as it relates to the Turner Scholarship. C. Miller reported a "watch dog" organization called to UC's attention the race specific language used in the Turner application stating it needed to stop or the institution would likely be sued in the future. A group worked to broaden the eligibility of Turner, not only maintaining the tradition to race and ethnicity but also including first generation students, students from urban/rural schools and those referred by Turner alumni. A connection was made between Turner and the Just Community values as well to the revised mission statement. The new application is now available on the web. This was phase one in the process of a multi-step process to look at a larger institutional audit of language in exclusive programs, activities and the like. The goal is to develop a program and define it in our own terms prior to being told how to do so by an outside entity.

M. Livingston extended an invitation to Council members to the Ethnic Reception on 10/23/08, 3:30 pm at the Mick & Mack Café. In addition to the students, faculty and staff, African American community leaders will be invited.

M. Livingston distributed copies of the new Just Community brochure and asked members to share with colleagues. Also distributed was the new diversity/community pin designed after the Just Community pin. D. Meem commented the brochure reflects the university only defines diversity by color and suggested future editions include disabled and transgender students. R. Rosensweig expressed his desire to recognize people with disabilities and transgender students by reprinting the brochures now and not waiting for future editions. M. Livingston promised an appropriate response to this matter. Council members should note the Just Community brochure does not capture the entire breadth of diversity in each and every publication; however, if one views past publications, one will see many aspects (including students with disabilities) have been depicted over the course of the years. M. Livingston will discuss the appropriate response with the leadership team when they meet on 9/29. See attached picture from a previous Just Community publication.

BRIDGES Walk for a Just Community will be held 10/18. UC participates every fall with 300-400 volunteers. Packets of feet were distributed to raise funds; individuals can sign their names to their feet displaying their support and post it in their offices. Money raised can be sent to K. Ogden at ML 0638. This activity provides a way to support Just Community in the city. The national federation for Just Community organization exists in 24 cities with Cincinnati at the heart of this new national organization.

Chair Report

C. Berryman-Fink reported subcommittees have submitted plans with budget recommendations for '09 and '10. The leadership team will meet on 9/29 and work on the three year plan for 2008-10. Questions have been raised about the status of recommendations that did not get funded in '08. The leadership team will be responsible for the "no cost" items and will communicate accordingly with those offices/individuals who will be assigned to move these goals forward.

The non-discriminatory policy will be changed to include gender identity and expression and will be submitted to the Board for approval. A subset of the leadership team has reviewed the University Rules and identified approximately six non-substantive changes to be consistent with current language.

C. Berryman-Fink reported consideration may be given to develop a calendar policy pertaining to the religious issue.

The incentive proposal developed by N. Pinto will be disseminated soon with a late fall submittal deadline.

C. Berryman-Fink and M. Livingston will meet with the Council of Deans to share best practices at other colleges and have them share their best practices. They will also encourage the deans to coordinate activities at the college level with the Council. M. Livingston commended K. Faaborg and T. Perzigian for their enthusiasm.

Future Meetings

C. Berryman-Fink asked for feedback on how members would like to make use of the Council meetings in the future. Suggestions given:

- Look at the tough issues and move to resolve them.
- Ensure all understand the diversity plan and spend time assessing and moving it forward.
- Council members need more education to empower them to spread the message to their constituencies. It is uncertain if everyone has a complete sense of the entire diverse population.
- Use qualitative metrics and identify the critical issues to the various populations. The Assessment and Accountability Subcommittee could be expanded to add this to their charge. G. Dent noted this was on the agenda of their last meeting and there is a need for additional members to the subcommittee. L. Mortimer's office will

continue to provide support to the Council even though he no longer serves on the Council.

- Write a new narrative for the Council; how do we want to correct what isn't right? Write a new script of what the university will be like in the future – "collaborative". Define the experience we want to achieve at the university. Don't stop at the qualitative measures; look at the future.
- The Council should move more strategically. Define how the Council will empower the campus on the diversity initiative. All the problems cannot be solved.
- Include more action/decision items on the agenda instead of informational updates. The subcommittees should come to the Council meetings with their issues for discussion and resolution.

Any additional comments can be sent to C. Berryman-Fink or K. Ogden.

Announcements

The LGBTQ Meet and Greet will be held 9/30, 11:30-2:30 on the 6th floor of the Steger Student Life Building.

An ELS Center has been established on the 5th floor of Edwards I and will be operated by a third party. They will bring in students that need intensive English instruction. Opening reception is 10/28, 4:30.

Check the web site for additional events and news items.

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

2008 MEETING SCHEDULE

October 20, 1:30, 425 TUC

November 13, 10:00, 310 University Pavilion

December 15, 1:30, 425 TUC

Distributed: 10/6/08