

Diversity Council  
March 5, 2014  
Minutes

Present: E. Ascher, C. Beer, L. Billionis, J. Blizzard, R. Chatman, B. Elliott, K. Faulkner, G. Glazer, C. Goode, T. Guerin, W. Harris, R. Hays, M. Hughes, C. Lewis, B. Marshall, R. Martin, R. Mehta, L. Newman, B. Ondja'a, S. Shah, C. Short-Thompson, K. Simonson, L. Smith, N. Urbina, C. Witherspoon, R. Zierolf

Welcome

C. Short-Thompson welcomed all to the meeting and introduced the new student body president, C. Beer, and vice president, Shivam Shah.

Diversity Portal

J. Riep was a guest presenter providing a preview of the diversity portal. UCit has developed the portal pulling information from the data warehouse and UC Flex. Access to the portal will be granted to a select group of UC employees and will be password protected; users will have to accept a user agreement form at the login screen. It can be accessed via a desktop or mobile device. J. Riep went through the student information (faculty and staff will be in the next phase followed by suppliers and alumni). She invited feedback and indicated that fields can easily be added. The system will update weekly noting the date on the page. Comments included:

- Adding benchmark data from APLU or AAU institutions
- Include dashboard screen
- Non-degree, non-matriculated and distance learner students should be included
- Add a field that shows the states and cities students come from along with their ethnicity

Public inquiries for university data should be directed to Institutional Research.

J. Riep was invited to make this presentation to the deans.

Staff Pipeline

E. Ascher distributed information from 2011 and 2012 noting there are limitations with their data. One of their biggest challenges is getting people to self-identify; 6% of staff have no data. Beginning in March, they are obligated to report on veteran status.

R. Martin asked about retention data and the need to understand why staff left. She also asked for a classification breakdown. E. Ascher is working on the 2013 Affirmative Action Plan and will pull retention data.

B. Marshall asked how the AA Report is distributed to the colleges. E. Ascher replied it is provided to the Deans and their Business Admins. She can also include the Diversity Council and the D&I Diversity Liaisons in this distribution.

E. Ascher shared information about a new recruiting tool that will replace People Admin;

it is Success Factors. This system is integrated with SAP and will capture more information from applicants. There will be more analytical and social tools. A six-month implementation phase is anticipated.

### CDO Report

B. Marshall referenced the communication she sent to the Council about the online faculty recruiting module. It is beneficial for the faculty search process. One can complete the training in one or multiple settings, and the access expires 1/31/15.

Diversity Incentive Grant proposals are due to the CDO office by 3/3 with awards to be made by the end of the month.

R. Mehta worked with Metro for language services to assist international students. At the Metro web site, there is an option for the text to be translated into different languages.

R. Martin reported on a collaboration between the CDO, Provost Office and the Research Department to launch a research grant initiative available to faculty only. The goal is to assess the UC culture from a research base. Graduate students can collaborate with faculty members. Data gathered from these grants will be used to make recommendations on how to move forward improving the campus climate and culture. This will also connect with the climate assessment survey.

B. Marshall reported the letter of engagement for the climate assessment is now ready and will begin moving forward in the process. Questions for the survey will be reviewed first by the President's Executive Committee.

B. Marshall distributed an overview of the Diversity Conference program. The keynote speaker will occur during the lunch along with the presentation of the Marian Spencer Diversity Ambassador Awards. The registration deadline was March 3<sup>rd</sup> and later in the week a registration blitz will be announced to the larger community to fill the remaining spaces.

B. Marshall gave kudos to the Academic Health Center for the D&I series last month. She acknowledged G. Glazer and CON as part of the UUHealth project for being awarded a grant in collaboration with SUNY for a joint project.

T. Robinette has been key in the communication plan for Black History Month and Women's History Month.

The Women's Book will be holding an event at the AACRC on March 24<sup>th</sup> that features some of the profilees. This will be an opportunity for young professional women and students to network, learn and engage in this professional development event.

Dhani Jones will be a speaker on March 27<sup>th</sup> with a select group of students presenting on "My Life, My Passions".

B. Marshall acknowledged M. Hughes on his new position with the Foundation as Sr. Associate Vice President of Development for Diversity & Inclusion. He expressed his appreciation for this opportunity to celebrate the exciting initiatives at UC and pushing the message internally and globally. He will be meeting with the deans to learn of their colleges' needs.

R. Martin referenced the need to raise funds for underrepresented faculty.

C. Lewis reported on his work with Outreach Village Life and the upcoming trip for students to Tanzania. They will work in the hospitals and implement a water system. This provides students with an opportunity to not only serve the people of Tanzania but to learn and return to share those lessons.

G. Glazer asked about the process of distributing funds to students for study abroad opportunities. UC International tries to fund some but they have limited resources. B. Smith in the UC International Office is a resource to provide information about scholarship opportunities. It was noted there is no single office that provides funds; students have to contact various offices to raise money.

B. Elliott reported the Breakfast of Champions is an event where the Turner Scholars recognize faculty and staff for being instrumental in their education. The event is March 26, 8:00 AM in the Great Hall; all are welcome to attend.

B. Marshall reported T. Guerin was recognized by Premier Health Partners as having "a great reputation for having such diverse suppliers".

B. Marshall reported on creating a Bias Incident Response Team to serve as an umbrella to connect the different parts of campus and identify viable solutions. Once this is unveiled, they anticipate a spike in reporting which they need to determine how to handle. The team is creating the structure and she will notify the Council when it is formally unveiled.

J. Blizzard was recognized for his contributions to the Council as he steps down from his role as Student Body President.

B. Elliott announced Worldfest will occur March 7-14; a calendar of events is posted online.

K. Simonson reported UC will have a presence at OBR's Inclusive Competitiveness Forum on March 12.

As a reminder, the Diversity Reception will occur at 5 PM in the CARE/Crawley Atrium.

*Minutes approved by B. Marshall and C. Short-Thompson.*

2013-14 Meeting Schedule – 8:30 AM

April 9, Annie Laws  
May 7, 320 University Pavilion  
June 4, 320 University Pavilion